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ABSTRACT

This booklet gives minority high school and college students information about preparing for a newspaper career. If newspapers are to survive and thrive, they must attract and serve America's increasingly multicultural readership. The booklet includes a discussion of the challenges of diversity and an overview of journalism. A career and salary report explains the types of jobs available in journalism and salary ranges that can be expected. The academic preparation needed for journalistic careers is described, and some job-hunting tips are outlined. Lists of grants, programs; and recruiters are given, grouped into: (1) grants from organizations; (2) internship programs; (3) special training programs; and (4) recruiters. Scholarship and employment information is summarized. (SLD)

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PURPOSE

THE newspaper industry is a vital, important and powerful business. *Newspapers, Diversity & You* is designed to tell minority high school and college students and young professionals how to pursue careers as newspaper journalists.

This book gives you the information you need to make your own decisions about preparing for a newspaper career. If newspapers are to survive and thrive in the decades ahead, they must attract and serve America's increasingly multicultural readership. Their staffs must be joined and led by journalists from racially and ethnically diverse backgrounds.

The Federal government defines minorities as American citizens who are Black, Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native. Using that definition, the newspaper industry has created and paid for several programs to help members of these groups become reporters, writers, photographers, artists, editors and managers.

The American Society of Newspaper Editors adopted a goal of employing minorities in the newsrooms at the same level as the nation's minority population by the year 2000. By then, people of color are projected to represent 25 percent of the U.S. population. Today they represent 10.25 percent of the journalists employed in daily newspaper newsrooms.

Since this book was first published in 1983, the percentage of minority journalists in mainstream newsrooms has increased from 5.6 percent by 4.65 percentage points, that's less than a rate of half a percentage point each year.

That gap can be filled with people who have the training, skills, determination and passion for newspaper work.

After you've carefully read this book, put your reporting skills to work. Write or call the schools and organizations whose programs interest you. Gather more information from a variety of sources.

Acknowledgments

THE work and assistance of several companies, organizations and individuals were instrumental in the production of this booklet. Dr. Lee Becker and Dr. Gerald Kosicki provided data from surveys they conduct. Photos were provided by the Associated Press, Gannetteer magazine, Tracey Jollay of the Ohio State University, and Lynden Steele of the University of Missouri.

The Newspaper Fund extends special thanks to the student and professional journalists who contributed their remarks.

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Career Booklet Has Answers

IF you have lots of questions about becoming a newspaper reporter or editor, here are some valuable facts about newspaper careers:

◆ With talent and the right steps along the way, there will be a job for you when you finish college.

◆ The newspaper business is one of the nation's largest and most respected industries.

◆ You can expect to be paid a competitive salary after college and throughout your newspaper career.

This book will answer most of your questions about a future career in newspapers. It will also:

◆ Point the way toward the most direct route through college and into a newspaper job.

◆ Provide information on scholarships, internships and training programs for minority college students and professional journalists.

◆ Introduce you to journalists filled with passion for the work they do each day.

If you want more details about newspaper career opportunities, the Dow Jones Newspaper Fund also offers *The Journalist's Road to Success*, a book that lists more than 340 colleges that offer majors in journalism and communications studies. To obtain a copy, fill out the order form in this booklet or call toll free, 1 (800) DOWFUND from a touchtone phone. The Newspaper Fund can also be reached at P.O. Box 300, Princeton, N.J. 08543-0300 or by calling (609) 452-2820.

Michele Vernon-Chesley, reporter and former design editor at the *Detroit Free Press*, displays one of her fashion page layouts during a session for Dow Jones Newspaper Fund copy editing interns at the Ohio State University. *Photograph by Tracey Jollay*

Some Questions . . . And Where to Find Answers

Why is it important for minorities to become journalists? **pages 4, 5**

How many journalists of color work for daily newspapers? **page 5**

Some people have said newspapers are dying. Is that true? **page 11**

What do journalists do in their jobs? **page 8**

What other jobs could I do on a newspaper beside reporting, writing and editing? **page 10**

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What kind of newspaper should I apply to for my first job? **page 25**

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Are newspaper salaries competitive? **page 13**

Are there organizations of professional minority journalists? **page 46**

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CAREERS

Newspaper Career Joins Writing and Pursuit of Truth

THE desire to write and publish fair and honest information burns in the heart of every journalist.

That is a major reason thousands of young people every year choose careers in writing and editing.

Joyce Garcia said her choice of a newspaper career was fueled by "my starry-eyed wish to serve the public by writing and packaging the news."

Garcia, a copy editor at *The Orange County Register* called the pursuit of knowledge one of her main goals in life.

"Journalism is the study of life and society," Garcia said. "That's what's so exciting about it. That is what I love about it."

The face of America is changing and so is the newspaper industry. So-called "minorities" are becoming a larger part of the population and have the potential to become a big share of the newspaper-reading audience. Newspaper people, especially publishers, editors, advertising and circulation managers and journalism educators, have banded together to address diversity in the newspaper business.

Leaders of the Newspaper Association of America and the American Society of Newspaper Editors recently issued a statement of their vision and action plan for the newspaper industry to achieve diversity.

Here are several points:

◆ Newspapers and their managements should reflect and represent the communities they serve, with respect to leadership and staffing, to ensure the success of the business.

◆ Newspapers should assure that their pages and products cover the full range of interests, activities, needs and contributions to society of the African American, Hispanic, Asian American, Native American and white populations, as well as of women, older and younger people, people with disabilities and members of many other diverse groups.

◆ The industry is committed to greater diversity in its workforce, because that is indispensable. Beyond that, we are committed to managing diversity to assure that newspapers' create workplace cultures and environments that encourage and enable all employees to achieve their full potential—and that produce the best results for readers, advertisers and the dramatically changing communities we serve.

◆ We understand that the newspaper workforce is not a melting pot but a mosaic—a world in which racial, ethnic, gender, sexual orientation, age, cultural and other differences must be understood and respected, not only for the benefit of our employees but to assure the excellence of our service to our increasingly diverse communities.

◆ We have learned, to our frustation, that these changes come much more slowly than we would like. But we commit to accelerated

Former Associated Press Miami reporter Doralisa Pilarte interviews Fidel Castro during the Rev. Jesse Jackson's mission to Cuba. *Photograph courtesy of the Associated Press*

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momentum to ensure progress by the year 2000.

Unity '94, the umbrella organization of four national minority journalism groups–The Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists and Native American Journalists Association, has prescribed its own medicine for the newspaper industry in *Kerner Plus 25: A Call for Action*. Among other things, its diversity action plan called for: a policy of inclusion in newsrooms from the top down; understanding of the dynamics of the varied people of the United States; including management of diverse staffs as a criteria in managers' evaluations; and audits of coverage to ensure diversity.

Still in 1993, of the 53,601 professional journalists employed by newspapers 10.25 percent, or 5,496, are members of minority groups, according to the most recent survey conducted by the American Society of Newspaper Editors. That reflects a 0.86 percent increase over last year. Black journalists represent 5.13 percent or 2,751; Hispanic journalists number 1,540 or 2.87 percent; 1,025 Asian journalists account for 1.91 percent and 179 American Indian journalists count for 0.33 percent.

Newspapers are looking for minority writers and editors who have the talents and the desire to report, write and edit news for and about the whole community.

Beyond Diversity: 21st Century Task

By LOREN GHIGLIONE

ONLY 2-1/2 years after leaving *The News*, our tiny 6,500-circulation daily, Raymond Hernandez started reporting for the prestigious *New York Times*.

Hernandez had come to us with no news experience. He had not written for his college newspaper. He had never taken a journalism course.

But in his year with us he quickly learned the craft.

Despite Hernandez's unusually rapid rise from *The News*, to the *Dayton Daily News*, to *The New York Times*, he symbolizes the achievement of virtually every reporter of color who has worked here.

After surveying a dozen and a half reporters and interns of color who have worked at *The News* during the past decade, I can proudly proclaim that only one has failed to succeed at a larger daily.

My experience has been that many newspaper and broadcast recruiters hustle only safe bets–students with good newspaper clips and internship-laden résumés. Those recruiters sometimes overlook excellent candidates.

The News and other community newspapers, I believe, provide job opportunities for talented candidates who would be otherwise overlooked. Those hired work long hours at low pay and make their share of mistakes. But small newspapers are places to make mistakes; we consider ourselves graduate schools of journalism.

Journalism's challenge for the 21st century, of course, involves more than hiring people of color. It requires the industry's commitment to training, promotion and retention. We need diversity among media owners and managers, not just in the newsroom. But I highly recommend starting as an intern or reporter on a community newspaper. Novices can do almost anything they want—from writing features, reviews and hard-news articles, to laying out pages, to taking photos. Some reporters collect three or four bylines a day. The experience—the growth in skill and in self-confidence—surpasses anything big-city papers can offer.

There is no formula for finding the first job. Persistence and enthusiasm count for a lot. So does willingness to go almost anywhere in the country for what looks like the right job with the right people. Just ask Robert Maynard and the many other successful journalists who began at small town papers.

Loren Ghiglione is editor of The News, *president of Worcester County Newspapers and former president of the American Society of Newspaper Editors.*

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Where Talent is Your Ticket to Success

By JON FUNABIKI

BEFORE becoming director of the Center for Integration and Improvement of Journalism at San Francisco State University, I worked as a newspaper writer and editor for 19 years. I started with community newspapers, but most of my career was spent with *The San Diego Union*. My last assignment there was as a reporter specializing in East Asian politics and economics, international business and Pacific Rim trends.

The wonderful thing about journalism is that it provides a huge window on the world. I grew up in a small town in Northern California. Most of the people who lived there came from low-income to middle-income families. The town didn't have much. We didn't have any large businesses, banks, movie theaters or shopping centers. Our one supermarket (where I bagged groceries in the summer) went out of business. Sometimes it seemed as if we were cut off from the rest of the world. Physically, in fact, we were. The town was wedged between the stinky mudflats of the San Francisco Bay and an eight-lane highway that separated us from a bigger and wealthier city on the other side.

Journalism, on the other hand, knows no limits. As a

journalist, I've met politicians and protesters, movie stars and Nobel Prize winners. I've written about everything from the simple joy of a grandfather celebrating his 100th birthday to the tragedy of a jetliner crash. I've traveled across the country from New York to Honolulu. When I served as Pacific Rim reporter for the San Diego Union, I covered stories throughout East and Southeast Asia. I've stayed in $200-a-night hotels in Tokyo, slept in a bamboo hut in the jungles of the Philippines and smelled tear gas while covering riots in South Korea. Newspapers give you a press card when you start work. The corporate American Express card you get is even better.

It used to be that minority journalists had a tough time just getting an interview for a newspaper job. That's no longer the case. Newspapers are recruiting minorities to become writers, editors, photographers and artists. That's because newspapers finally understand that they can't accurately report about society unless they have a professional staff that reflects the diversity of America.

However, minority journalists still face huge, but subtle problems in the 1990s. It's still difficult for minority journalists to win promotions in the newsroom. Many minorities feel a sense of alienation and isolation in the newsroom. Few minorities work in key decision-making positions or as editorial writers and columnists. Young minorities who go into journalism must be willing to face this reality:

Nearly 90 percent of all newspaper journalists are white and a little less than half of all daily newspapers in the country employ no minorities at all. (Yes, that's right: Zero.)

I encourage young people, especially African Americans, Latinos, Asian Americans, Native Americans and other ethnic minorities, to go into journalism. It's a great career. The profession and the country need you because your background and perspective as a minority can enrich journalism. At the same time, you have to go in with your eyes open.

Here are four tips:

Find a mentor. Once you get an internship or job, find someone in the newsroom who can serve as your mentor. This should be a respected journalist who can explain the ins and outs of your newspaper and give you advice from time to time.

Use your network. Learn how to build and use the "network." Keep in touch with journalists and journalism educators in your life. Ask them for advice. Tell them when you're job hunting. They may provide the job tip or reference that will lead to your next job.

Speak up. Tell your editors and co-workers about your career plans and aspirations. If you're working as a general assignment reporter but want

Hilliard Leads ASNE

IN April 1993, William A. Hilliard became president of the American Society of Newspaper Editors–the first person of color to lead the group. Hilliard, editor of *The Oregonian*, Portland, has been a major force for multiculturalism and diversity at his newspaper and in the industry.

to get promoted to the City Hall beat some day, let your supervisors know. On a day-to-day basis, feed story ideas and other proposals to your editors. If you're upset about your newspaper's handling of a story or issue, let your editors know (but be nice about it).

Think big. If you're going to all this trouble to become a journalist, you might as well think big. Today you may be covering the police beat or prep sports. Ten years from now you may be covering the White House or the Super Bowl. Twenty years from now you may be the editor or publisher of your newspaper. Why not? Start planning and preparing for it today.

Jon Funabiki is the founding director of the Center for Integration and Improvement of Journalism at San Francisco State University. The Center's programs help minority students enroll and succeed in journalism at the college level.

L.A. Riot Coverage Shows Need for Diversity

By CECIL HARRIS

Photograph courtesy of Olean Times Herald

THE best spot news reportage that I read on the riots in South Central Los Angeles in May 1992 was done by Juan Gonzalez of the *New York Daily News*. Instead of aerial coverage from helicopters that other reporters gave us, Gonzalez went into the ghettos and barrios to let the people tell us in their own words why the uprising took place.

Gonzalez even rode in the back of a flatbed truck with actor Edward James Olmos, who recruited area residents for clean-up duty after the riots. A Hispanic journalist born in New York's Spanish Harlem–a community with problems similar to South Central's–Gonzalez brought a sensitivity and empathy to his coverage that other reporters could not match.

Gonzalez's exemplary work underscores the need for ethnic diversity in America's newsrooms. Some stories simply cannot be covered as well by white journalists as by journalists who are African American, Hispanic, Asian or Native American.

News editors didn't learn about this until the urban riots of the 1960s. Fearing for the safety of their white reporters, editors sought out African Americans and Hispanics to document the unrest in urban America.

However, it shouldn't take a riot to compel newspaper editors to hire more journalists who aren't white and male. Newspapers, particularly those in multiethnic cities, have an obligation to assemble news staffs that reflect the racial composition of those cities.

Hiring more journalists who are not white and male does not mean sacrificing truth and professionalism for the sake of good demographics. It does mean providing readers with different perspectives on the news, and, on occasion, a different interpretation of the truth. And I think we all would benefit from a daily dose of the news as reported from a diversity of perspectives.

Cecil Harris is a reporter for the Associated Press.

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What Journalists Do

JOURNALISTS (jur-nal-ists), n. 1: Newspaper reporters who ask questions, take notes and write news and feature stories 2: Editors who correct grammar, spelling and style errors, write headlines, manage the production of news pages and supervise the work of reporters and other editors 3: Photographers and artists who take and develop photographs and draw graphics and cartoons for newspapers

THE definition above only touches the surface of the many journalistic jobs that, when linked with one another, result in a daily miracle . . . the newspaper.

Editors, reporters, photographers and artists work as a team to create from start to finish every day a product that is sold to more than 60 million Americans. When one day's edition is finished, another begins. The job is endless because news is endless.

Who are these people who produce newspapers? The following list of six major job titles outlines the structure of the newsroom and describes some of the work each person does.

At small circulation newspapers, it is likely each journalist will perform jobs that several people might have at large newspapers.

And while small newspapers may hire someone with no experience as a reporter or copy editor, a large newspaper may require as many as five years of experience for entry-level applicants.

The rule of thumb to remember about experience "requirements" is that all newspapers will say they hire only experienced writers and editors. The fact is, there aren't enough experienced journalists to fill all of the entry-level positions at newspapers. Approximately 2,740 college graduates were hired in 1992 as reporters, editors, photographers and artists for newspapers.

Career advancement generally moves from the entry-level positions of reporter and copy editor, through the advanced reporter and editor ranks to the executive-level positions of managing editor and editor.

Reporter

The "foot soldier" of the newspaper–the reporter–interviews news sources in the community and writes articles that range in size from one paragraph to a series that may be printed over a period of days or weeks. Almost all newspapers require reporters to write stories on computer terminals.

The general assignment reporter may cover in one day a murder trial and a school board meeting, while at the same time helping an investigative reporter gather background information about a story on city government corruption. Beginning sports reporters, for example, may cover everything from a Little League baseball game to a press conference staged by a college sports information director. This is usually considered an entry-level position.

Reporter Suzanne Jeffries, formerly with the Fort Myers, Fla., *News-Press*, interviews a housing project resident. *Photograph by Robin Tinay Sallie*

An investigative reporter writes stories that involve days or weeks of reporting about problems facing the community and nation.

Specialty reporters at large newspapers have "beats" such as courts, business, medicine, politics, city government and foreign affairs.

Both investigative reporters and specialty reporters are positions the talented general assignment reporter can advance to after months or years of experience. Sometimes, an investigative or specialty reporter is called on to write an analysis of a problem or an issue, and that analysis could well appear in the newspaper as an editorial or a column.

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COLUMNIST/EDITORIAL WRITER

Columnists and editorial writers get to take sides, be subjective and express their opinions, while the other journalists at a newspaper are required to be objective and neutral in their coverage of the news.

Editorial writers are charged with dissecting an issue, analyzing it and then taking a stand. Their work can touch on all the controversies the daily news pages cover and then give a prescription for righting wrongs, endorsing political candidates, supporting or opposing commercial development, arguing for conservation, against war or for nuclear disarmament. These pieces almost always appear only on the editorial page and are clearly labeled as opinion.

Columnists usually combine a bit of reporting and colorful writing with a lot of commentary. They offer their own special view of the world, the city, the town and the news. Columnists at large newspapers often are able to sell their work to other newspapers through national distributors, or syndicates. Their pieces may appear on the editorial page or in the Op-Ed section, or occupy a special reserved space so steady readers know where to find them.

PHOTOGRAPHER/ARTIST

Visual images created by the photographer and artist present the news in a way that can be quickly understood by newspaper readers. The photojournalist is more than a photographer or darkroom technician. He or she must be a journalist first. That means composing on film or computer images the same news story a reporter tells with words.

Artists produce the sketches, graphs, charts, maps and other illustrations newspapers rely upon to help explain the details of news stories. Computer technology and color reproduction have expanded the types of work artists publish in newspapers.

A special category of artist, the editorial page cartoonist, is the artistic equivalent of the editorial writer or columnist. The artist's work may be sold through syndicates as well.

EDITOR

The copy editor is usually the last person to read a news story before the subscriber picks up the newspaper with a morning cup of coffee. At most newspapers this is an entry-level position that involves great attention to detail, accuracy and possible libel, as well as an advanced command of the language.

The Dow Jones Newspaper Fund, through 25 years of experience selecting and placing college students as beginning copy editors, has found that young people can and do start their newspaper careers as editors and advance directly to higher editing positions without years of reporting experience.

With some experience editing news stories and writing headlines, copy editors often advance to positions as layout/design editors and production editors.

MIDDLE MANAGEMENT

Journalists who have several years of experience as reporters and/or copy editors may seek career advancement into the middle management level of the newspaper. Often this advancement is possible within a newspaper company, but movement from one newspaper to another is also a good way for journalists to advance in their careers.

Typical middle management positions include the copy desk chief and news editor, who oversee the work of several copy editors or news received from wire services. The city editor, metro editor and state editor assign stories and supervise the work of reporters.

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EXECUTIVES

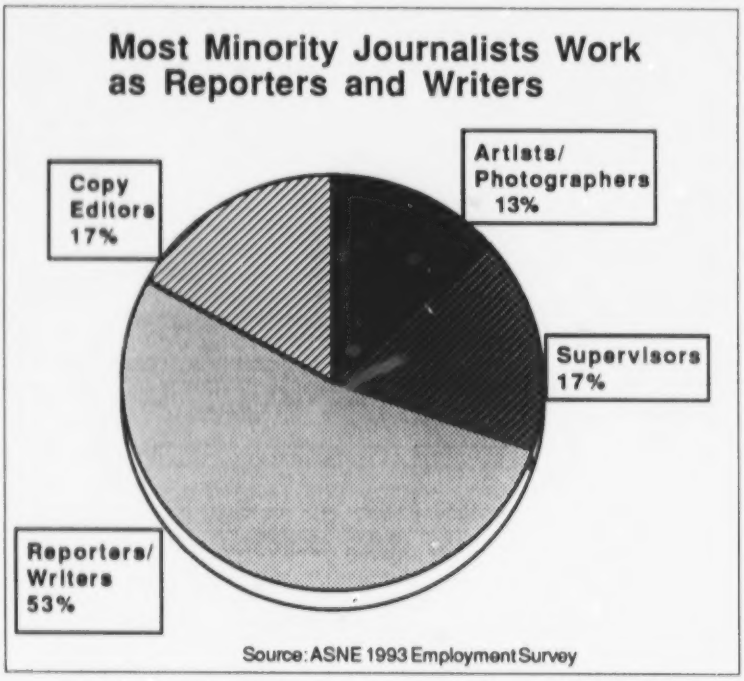
The last step in the newsroom's chain of command is the "executive suite." At most newspapers, especially small ones, the managing editor occupies an office in or near the newsroom, so he or she can work closely with reporters and other editors to make quick decisions about news stories. In addition to the important day-to-day role of making decisions about news and feature stories, the managing editor and assistant managing editors are responsible for hiring, promoting and dismissing reporters, photographers, artists and editors, as well as counseling journalists about their career development.

Large newspaper companies may employ an executive editor who is in charge of two or more managing editors.

The editor of the newspaper is generally responsible for all non-advertising space in the paper, including news and editorials. He or she is almost always the person readers contact when they have reason to praise or criticize the newspaper's performance. The editor, as the top journalist at the newspaper, is generally next in rank to the publisher; at smaller newspapers he or she may have the dual title of Editor/Publisher.

The publisher is the highest executive position at a newspaper. The publisher may be the sole owner of a small paper or may answer to a board of directors or to upper management in a large newspaper chain. He or she may have several years of news-editorial experience or very little, but the publisher must almost always have a good business sense and experience. It is the publisher's job to ensure a profitable newspaper while setting editorial tone and business policy. The paper's top editor, as well as circulation, advertising and production chiefs, answer to the publisher.

A section of the U.S. Department of Labor's Occupational Outlook Handbook, located in almost every high school guidance office, describes the job characteristics of reporters, correspondents, writers and editors. That description includes a discussion on the nature of the work, working conditions, training, other qualifications, advancement, job outlook, earnings and related occupations.


Most Minority Journalists Work as Reporters and Writers
Artists/ Photographers 13%
Copy Editors 17%
Supervisors 17%
Reporters/ Writers 53%
Source: ASNE 1993 Employment Survey

Newspaper Industry Employs Array of Professionals

NOT everyone who works for a newspaper or other news organization is a writer or editor. Those job opportunities will continue. But because of the high level of competition for editorial positions in this decade, students should consider positions outside the newsroom in production, promotion, advertising, circulation sales, engineering, accounting, computer technology, press law and other areas.

Internships are available for minorities who are seeking careers outside the

newsroom. Some newspapers offer business internships and advertising internships. For more information about internships and career opportunities outside the newsroom, consult pages 38-46 of this booklet and the books listed on pages 47-48.

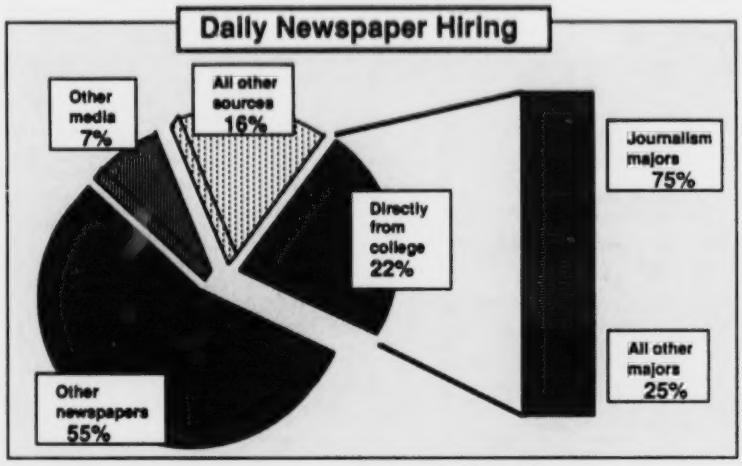
The increased dependence on computers within news companies has resulted in streamlining of technical operations from accounting to pagination. The need is great for talented production managers who have news-editorial backgrounds.

No news medium can exist without advertising. Print, direct mail and broadcast media will continue to compete for advertisers' dollars. People talented in sales and promotion will be a valuable asset to the news business.

One of the greatest challenges facing the newspaper business in the next decades will be to find more efficient, less costly ways of delivering newspapers to readers. People with organizational and technical abilities dedicated to improving newspaper distribution and carrier services will also be valuable to the newspaper business.

Newspaper lawyers are used extensively by large and medium-sized newspapers to handle matters involving libel, postal rate negotiations, personnel and labor relations.

The newspaper field has so much diversity that



Source: 1990 Ohio State University Survey

different career options are always available to the broadly educated individual with a journalism background. Few other professional fields can make that claim.

Satellites, lasers, computers, fax machines, special phone lines and home information systems are the tools newspapers are using and will use to distribute the latest information. Even newer technologies, yet undefined and still to be discovered, will reshape the way newspapers operate and journalists perform their jobs.

Developments in technology already have taken newspapers from archaic production systems to computerized systems that control all phases of news editing, page layout, typesetting and printing. High-speed electronic communication systems using satellites and lasers have enabled newspapers to print each day's issue simultaneously anywhere in the world.

But no electronic shortcut to distribute news and information will replace the journalist.

Reporters and editors always will be needed to witness events, gather facts, use good judgment, write, take photos, design pages and blend thousands of bits of information to create a package people will read, enjoy and understand.

The newspaper industry is profitable, but as with all industries will experience economic ups and downs over the years.

One thousand five hundred seventy daily newspapers in America enjoyed circulations of 60,083,265 in 1992.

Newspapers employed an estimated 453,000 people in 1992 compared with 325,200 in 1960.

As with other leading industries, newspapers offer benefits as well as salaries. In 1992, the International Newspaper Financial Executive and Newspaper Personnel Relations Association issued a survey report on employee benefits at newspapers. Of the daily newspapers that responded, 99 percent said they offer group term life insurance and

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91 percent pay the full cost. Also, 41 percent have indemnity medical insurance plans and 15 percent of those pay the full cost. Many newspapers are now offering Health Maintenance Organization or Preferred Provider Organization systems to deliver health care to their employees. Seventy-five percent of the newspapers responding offered a defined benefit pension plan to employees, while 86 percent indicated that they provide a 401K plan. The three-week vacation is standard.

The future of newspapers is bright and exciting for the industry as a whole and its future employees.

Young people interested in advertising, marketing, public relations, graphics/design and production also have found rewarding careers at newspapers.

1992 Newspaper Employment Report

NEWSPAPERS and news services hired 3,580 college journalism and mass communications graduates in 1992, 2,740 of them for newsroom jobs. Based on newspaper hiring patterns, it is estimated that an additional 1,200 college graduates who majored in fields other than journalism and mass communications were hired by newspapers and news services as reporters, photographers, artists or copy editors.

The Dow Jones Newspaper Fund and the Ohio State University polled college journalism and mass communications graduates and daily newspaper editors to determine the following hiring patterns:

◆ 16.4 percent of all newspaper industry full-time hires who completed college in 1992 were members of a racial minority; 59.8 percent of the J/MC graduates hired full-time by newspapers were women.

◆ Of all J/MC graduates who got full-time jobs at newspapers and news services, 76.5 percent are involved in writing, reporting and editing; an additional 15 percent produce or sell advertisements. The remaining newspaper hires are working in promotion, production or other departments.

◆ Recent college graduates account for approximately 22 percent of all reporting, writing and editing jobs filled by daily newspapers; almost all other newsroom jobs are filled by journalists hired from other newspapers.

◆ The combination of academic and practical journalism experience paid off for the Class of 1992. Of the J/MC grads hired full-time by daily newspapers and news services, 64.8 percent majored in news-editorial studies in college. An additional 9.5 percent majored in advertising. Fully 84.4 percent of the grads hired by newspapers had internships while they were in college and 73.7 percent had worked for their college newspapers.

◆ Most journalism graduates hired by the newspaper industry are working in small cities. Of those taking full-time jobs with newspapers or news services, more than half are working in cities with fewer than 100,000 residents and 33.1 percent are working in cities with more than 100,000 but fewer than 1 million residents. Almost 11 percent are working in cities with 1 million or more residents.

These other general facts describe the college graduates who completed degrees in journalism and mass communications in 1992:

◆ More than 25.6 percent of the graduates employed full-time worked for their current employer before they graduated from college.

◆ 64.2 percent of the grads had at least one job offer before graduation and more than 35.8 percent had more than one offer. Not all of the graduates accepted those

jobs, however, and 87.3 percent of the 1992 journalism graduates had jobs within six to eight months of graduation.

◆ 76.4 percent of all journalism/mass communications graduates with full-time newspaper industry jobs listed "enjoyment of writing" as the first or second most important reason for choosing journalism as an area of study. A general sense that the media are interesting was the first or second most important reason for 40 percent of the graduates.

◆ 72.8 percent of those with full-time jobs said they were very satisfied or moderately satisfied with the jobs they took after college. The figure jumps to 80.4 percent for those with full-time newspaper jobs.

Employment by Other Media

IN 1991, television news operations hired 870 journalism and mass communications graduates –18.1 percent of all new hires, according to the results of a survey of radio and television news directors conducted by Dr. Vernon Stone of the University of Missouri. His survey showed 24.1 percent of all radio news hires, or 1,300, had majored in journalism and mass communications.

According to the 1992 survey by the Ohio State University:

◆ 54.9 percent of the graduates hired by the broadcasting industry full-time specialized in broadcasting in college and an additional 4.8 percent majored in news-editorial.

◆ 61.6 percent of the J/MC grads hired by advertising agencies or corporate ad departments had specialized in advertising studies, while 4.3 percent studied broadcasting and7.2 percent specialized in public relations.

More than 44 percent of the graduates who took full-time public relations jobs had majored in PR in college, while about 13 percent majored in news-editorial journalism. An additional 7 percent majored in broadcasting.

◆ 28.4 percent of the public relations, 44.6 percent of the advertising, and 18.5 percent of the radio, television and cable full-time jobs were taken in cities with 1 million or more residents. This compares with 10.8 percent of the entry-level jobs in the newspaper industry.

Entry-Level Salaries Stay Consistent with 1991

DAILY newspapers are paying college graduates the highest salaries in the history of the industry, but over the past four years public relations and advertising jobs have set the pace for beginning salaries.

City size is the major factor in the salary differences among the four major media fields. The larger the city, generally the higher the salary. The fact that the highest percentage of media jobs located in the very large citiesare in the fields of public relations and advertising account, in part, for the fact starting salaries in those areas are higher than in other media fields.

Median Salaries of 1992 Journalism and Mass Communications Graduates

Daily Newspapers	**$18,200**
Radio/Television Stations	**$15,380**
Advertising Jobs	**$18,610**
Public Relations Jobs	**$19,470**
Overall Class of 1992	**$18,200**

The journalism school graduates who took daily newspaper jobs in 1992 were paid monthly salaries that will amount to $18,200 annually. Most should expect

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to receive pay increases after their three-to-six month "probationary" period, raising their salaries by an additional $500 to $1,000 a year.

Many newspapers have standard pay scales set through negotiation between employees and management. Those scales provide regular salary increases that generally keep up with the nation's Cost of Living Index.

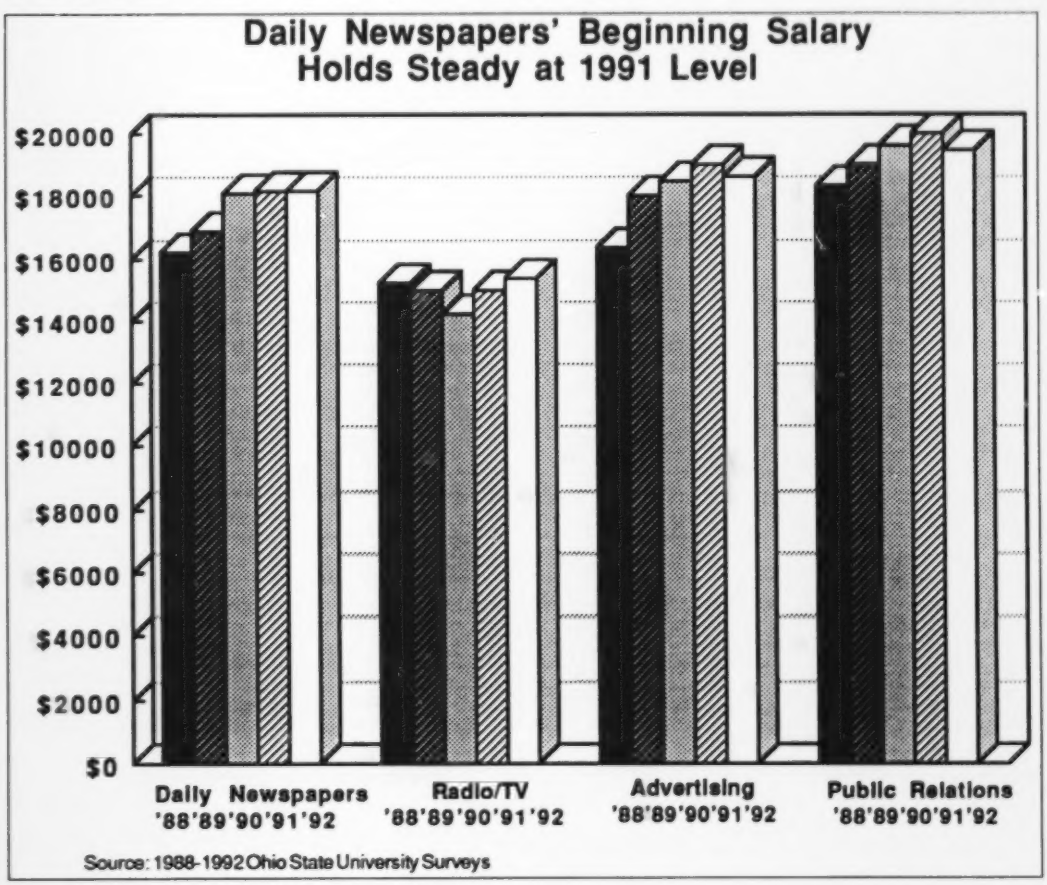
In combination with those routine, or compensatory salary increases, reporters and editors who excel in their work often receive merit pay increases. Some newspapers award bonuses for exceptionally good work.

It is not unusual to find talented newspaper reporters and editors earning more than $20,000 one or two years after college and more than $30,000 within five years of graduation.

A few senior editors at the nation's largest newspapers earn hundreds of thousands of dollars a year . . . salaries comparable to executive-level pay at many other corporations in America. Also, benefit or pension plans at many newspapers translate into deferred income that comes to journalists when they move from one newspaper to another or when they retire.

Newspaper work is a rewarding field in many ways . . . not the least of which is the financial reward for doing one of the most important jobs in America.

The graph below was prepared from similar surveys of college graduates from 1988 through 1992. The May/June graduates surveyed each fall by the Ohio State University and the Dow Jones Newspaper Fund had received their bachelor's degrees in journalism and mass communications.



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Why I chose journalism

Journalism Can Open Newspapers' Doors to Readers

By YVES COLON

I DON'T play baseball, but journalism has been the next best thing. It has been very good to me, a Haitian immigrant whose parents took a chance on a better life in this country. My mother worked in a garment factory near Penn Central in Manhattan, never voted and did not care whether Democrats or Republicans occupied the mayor's office or the White House.

Oddly enough, she rarely failed to miss the six o'clock news, as she struggled to learn enough English that would make it easier for her to adapt in her adopted country. Through her, I was hooked on news and began voraciously to seek other stories of the American experience. I had not written for my high school newspaper, only having tried my unsure hands in teenage fiction and poetry. Unlike my mother, though, I didn't just want to watch other people do things, or not to care. Journalism has afforded me a good seat at many tables where major decisions were made for my communities, Columbia, Mo., or Miami. As a *Miami Herald* reporter, I've covered Pembroke Pines City Council meetings in Broward County, and have been treated gently by the people of Overtown during one of Miami's worst riots.

I've seen the difference journalism makes in the lives of immigrants and the poor, as newspapers struggle to give voice to the voiceless, portraying fairly and accurately the lives of people who otherwise are too marginalized to vote or care.

It's not a bad deal, and if my sons asked my advice, heavens permit, I would tell them that journalists do a lot of good, and can do better. It's a good way to make a living, I would add. My 10-year-old son, Jacques, likes to read and write, and that's a good beginning. I remember at the time he was born, I was too angry to wish journalism on him, to lead him into newsrooms where he would stick out and feel ill will.

Things are changing.

Ten years ago, minority reporters were getting frustrated because they were not getting good assignments, and unlike whites, they felt that they were not moving up fast enough, if at all. That frustration is still there, but I believe to a lesser degree, as beginning journalists see people who look like them covering national affairs and making decisions that affect whole newsrooms. There's now a National Association of Minority Media Executives.

Journalists from ethnic minorities would like to see more changes take place faster. At the 1991 American Society of Newspaper Editors' annual convention in Boston, then-president Burl Osborne reminded his colleagues that ASNE had been "struggling to make progress toward its goal of diversity in our newspapers that is roughly proportional to the general population by the year 2000."

This past year's employment survey by ASNE shows less than 1 percentage point gain among news department professionals: just over 10 percent of the newsroom professionals at the nation's newspapers are ethnic Americans. What does that mean? It means that ethnic people who're reading newspapers out there–and the number is going down slowly– don't see much of themselves in newspapers or find stories that are relevant to their lives in those publications. Or when they find stories about people who look like themselves, they're usually stereotypical stories that portray blacks as athletes, entertainers, or criminals, for example.

I want you, along with my friends and my sons, to be in the newsroom for selfish reasons. Yes, you can cover any story white journalists can cover, but without you, we won't have accurate images of our communities. If you're not there to come up with the ideas, go out and report on the issues people

are talking about out there, all we're going to get are a few complaints and the same stories about the athletes and the entertainers.

Our multicultural communities need good journalists who seek viewpoints from those who are not in power, viewpoints from people from diverse cultures and backgrounds. You can help the nation's newspapers do good journalism by bringing all kinds of voices in the dialogue that takes place across this country every day. Good journalism means talking with all kinds of people who make up this great land. That's the kind of newspaper I would like to buy, and that's the kind I would like my sons, who love baseball, to work for.

Yves Colon is director of the Multicultural Management Program (MMP) at the University of Missouri School of Journalism. Colon has also worked for the Associated Press *and* Voice of America.

Love for Writing Leads to Career

By MAGGIE RIVAS

I'M ONE of those people who fell into journalism. As a child, I enjoyed writing–short stories, entries in a diary, poems. It was my one talent. Growing up in a small South Texas town, which had no daily newspaper, I didn't understand the opportunities for journalists. It wasn't until I got into college and was exposed to the possibilities that I got hooked on journalism.

If there's one thing I hope to let young people know, it's that there are wonderful careers out there for people who love to write, who yearn for adventure, who have an insatiable curiosity. I believe you can make a difference as a reporter/copy editor/editor/photographer. Changes may come slowly and a journalist's part in the process is by necessity, indirect. But if in the course of my stories, I've shed a little light, made a few people think, then I think I've done a good job.

I'm in a one-person bureau for *The Dallas Morning News*, covering the U.S.-Mexican border from my base in El Paso. I enjoy working for a mainstream newspaper because it is an essential part of thousands of people's lives–including my family back in San Antonio.

I guess the thing I enjoy most about reporting is the adventure: I've visited Eastern Europe, South America, Western Europe, all because I wanted to do stories there. I've been in a hot air balloon, an ice cream warehouse, a Mexican jail, at a building collapse, in a hurricane, at a meeting between the U.S. and Mexican presidents, and in the Hungarian capitol building after hours.

One thing I keep in the back of my mind is that there are hundreds of stories I've done on the Latino community, stories that likely would not have been done by a non-Hispanic reporter. In a few decades when the historians are writing about our times, there's a chance they'll read some of my stories, and the stories that my Latino colleagues have written. So, the history books of the future–the ones my grandchildren will study–will include information about Texas' Mexican American population. If you've noticed a sorry lack of any non-Anglo perspective in current history textbooks, one reason is that until recently mainstream media did not chronicle the lives of non-Anglos.

I do feel a special responsibility as a Latina working in the mainstream media. I'm afraid that when most folks think of "Texans" they think of Anglo Texans. My people, though, make up a quarter of the state's population; my father's family has been here for at least eight generations; my

sisters and brother and other relatives pay taxes and vote. Their perspective is every bit as valid as anyone else's. It's important that I make sure that Latinos and other minorities are treated fairly and accurately in the news media. If I haven't done that, then I haven't been true to my people or myself.
Maggie Rivas is the one-person El Paso bureau of The Dallas Morning News.

My Presence Makes a Quiet Statement

By KARA BRIGGS

THE Native American Journalists Association estimates that I am one of three or four dozen American Indians working in the mainstream media. Sometimes being one of three brown faces in the newsroom is lonely work. But I know every day that I walk into the Spokesman-Review building, I am changing some people's often negative perceptions of American Indian people.

Just by being there, I remind the staff, other reporters and editors that Native people have concerns like everyone else about their children, their homes, their jobs and their communities.

The staff here is respectful of my background, but not all newspapers are like this one. Some will consider you biased because you live in your own community or dance in pow wows. This means you have to want to be a journalist. When you are a professional, you cannot let rebuffs from sources discourage you from a good story; when you are a minority journalist you can't let some of your co-workers' ignorance discourage you from your career.

When I was in journalism school, I heard some people complain that minority journalists have to be twice as good as their peers. So? Nothing is wrong with working harder and being more skilled.

Realizing I am the first Yakima Indian professional many of my co-workers and sources have met, I hope my personal insight into our culture becomes a stepping stone toward awareness. Reporters here and at other papers sometimes ask me for advice as they write about American Indian issues. I

Copy editor Glenn Ow works at *The Courier-Journal* in Louisville, Ky. He said he got into journalism because, "I enjoyed writing and did well in English classes, so I went looking for a career that would allow me to use these skills. I found that journalism offered me this opportunity. It also provided me a way to have an impact on the social consciousness of our readers."

David R. Squires is an assistant city editor at *The Plain Dealer* in Cleveland. He has been a federal courts reporter for the *Fort Worth Star-Telegram* and a copy editor for *The New York Times*. He said, "I was steered toward newspaper journalism partly because, in my youth, reading and writing were two things I did often and relatively well. Working for the school newspaper and later the county newspaper were outlets that encouraged me to read a lot and offered opportunities to write.

"As I grew older, the issues, the conflicts and the stories became more complex. So the writing became more challenging. Even today, I am driven by that challenge."

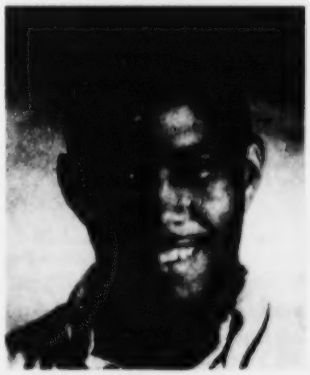
Mary Sit, business reporter for *The Boston Globe*, said, "I love writing. Journalism gave me ready-made plots. I could tell other people's stories and get paid for it. And I discovered another benefit, I could ask tons of questions–to anyone, about anything–and satisfy my curiosity about the world."

have many thoughts on these topics, but in the end we have to put them behind us and be journalists.

Two days of every week my office is my pickup truck and the back roads of two of the poorest counties in Washington. I am the first reporter many of my sources have ever met and they fill my notes with their lives eked out of the mountains' timber, welfare checks and occasional tourism.

Kara Briggs is a reporter for The Spokesman-Review, *Spokane, Wash.*

"I love journalism"



Battinto Batts Jr. is a reporter for the Richmond Times-Dispatch. *These are excerpts from a talk he gave at the 1990 Richmond Urban Journalism Workshop.*

Batts participated in the 1985 high school journalism workshop for minority students at Virginia Commonwealth University, sponsored by the newspaper. He said he had no idea what his college major should be until the workshop introduced him to journalism. While a student at VCU, he worked part time as a copy clerk at the Times-Dispatch, *then as a part-time copy editor in the sports department. He was hired full time when he graduated.*

FINDING your talent is one of the greatest discoveries you can make. I cried five years ago when I realized I had found myself. I love journalism. And getting paid to do what I do is almost like stealing because I do not consider it work.

For me, there is just something about being in the *Times-Dispatch* newsroom on election night. The noise of reporters banging out stories on their computers. The voices and expressions of editors as they struggle to make decisions on which stories will receive the most play as the election results continue to change. The mad rush to the snack room to eat doughnuts and pizza.

My dad once told me that success is not determined by dollars and cents, but if you are so happy with your job that you would do it for free, then you are successful. I like what I am doing that much.

In your quest for excellence in your career, remember these few things:

- Do not complain about lack of opportunities. Remember that you must make your own breaks.
- Use your resources. Be able to get maximum use out of what is given to you.
- Don't be so ready to use racism and discrimination as crutches. But yet realize that they do exist and seek to overcome them by striving to be more qualified than your competition. Make yourself marketable to the point that it is impossible (for an employer) to turn you down. Be aggressive, yet be humble. Be knowledgeable, yet be willing to learn.

When the breaks seem to be working against you, don't be so ready to get your head down. Remember that all is not lost.

ACADEMICS

Selecting Right College Is Important First Step

ONE of the first questions students ask about pursuing a career in journalism is "What college should I attend?" It's usually followed by: "Should I major in journalism, mass communications, English or something else?"

The answer to the first question depends upon factors—other than your major—that you consider important. Location, makeup of the student body, size, tuition costs, quality of instruction, and quality of life, are all elements that you must weigh.

Would you like to attend one of the 117 predominantly and historically Black colleges and Universities? Do you have your eye on any of the 112 Hispanic-serving institutions on the mainland and in Puerto Rico? Native American students may consider some of the 27 tribal community colleges with an eye toward transferring to a larger university in the junior year.

The answer to the second question, what to study in college, depends on the school you attend and what it offers. The terms journalism, news-editorial, mass communications and communications are used repeatedly in this booklet. The subtle and not-so-subtle differences in the terms can be confusing. The meaning of a single term changes depending on whether it is being used to describe a college major, a department or school within a university or an occupation.

In general, the term, "mass media" refers to companies that are in business to educate, inform, persuade and entertain large numbers of people. "Media" is plural and refers to more than one communication medium. The largest mass media fields are newspapers, television, radio, magazines, books, film, advertising agencies, public relations agencies, wire services, free-lance photography and graphic art.

Universities most frequently use "mass communications," "communications" and "journalism" to label departments or schools that specialize in preparing students for jobs in various mass media fields. These programs can offer training in the practical aspects of communicating as well as courses on the theories and psychology of human communication, from simple conversation to worldwide networks.

A student majoring in news-editorial journalism will be required to take several courses which cover the basics of journalism. These students must also have a balanced course load of English, philosophy, political science, natural science and other traditional courses akin to any other liberal arts major.

Many professional journalists counsel students not to major in journalism, advocating instead a liberal arts major such as political science, history or economics. While these professionals say one thing, hiring practices show daily newspapers do not always practice what they preach.

A 1990 study conducted for the Dow Jones Newspaper Fund found that 75 percent of all college graduates who were newly hired journalists were journalism or mass communications majors. So the others hired by editors, only 25 percent, had not majored in journalism or mass communications.

The Accrediting Council on Education in Journalism and Mass Communications requires colleges that it accredits to assure that graduates have taken at least 30 courses in the general arts and sciences as well as other courses offered outside the school or department of journalism.

If you believe you ought to major in journalism, you will need to evaluate the more than 370 schools that offer the journalism major in order to find the one that is right for you. To assist in your search for a college, use the order form in this booklet to send for a copy of *The Journalist's Road to Success: A Career and Scholarship Guide.*

There are many other schools, not listed in the Guide, that offer courses, options and concentrations in journalism, but no majors. If you are seriously thinking about a school that does not offer a journalism major or majoring in something else, you should consider whether

you'll have enough opportunities to practice the craft with expert supervision. Preparation for a career in journalism requires lots of practice both in and out of class.

Finding a College Journalism Program

HIGH school students who are interested in journalism careers are on the same quest as other students engaged in the great college hunt: To find a school with a good overall reputation and a good program in their major field of study.

Ninety-five colleges are accredited by the Accrediting Council on Education in Journalism and Mass Communication, which is certified by the U.S. Office of Education, to alert prospective college journalism students to colleges that meet high standards set by leaders in education and the professional media.

The accredited journalism programs are located at the following universities:

American University
Arizona State University
Arkansas State University
Ball State University (Ind.)
Bowling Green State University (Ohio)
Brigham Young University (Utah)
California State University, Fresno
California State University, Fullerton
California State University, Long Beach
California State University, Northridge
Colorado State University
Columbia University (N.Y.) (graduate only)
Drake University (Iowa)
East Tennessee State University
Eastern Illinois University
Florida A&M University
Florida International University
Grambling (La.) State University
Howard University (D.C.)
Humboldt State University (Calif.)
Indiana University, Bloomington
Iowa State University
Jackson State University (Miss.)
Kansas State University
Kent State University (Ohio)
Louisiana State University
Marquette University (Wis.)
Marshall University (W. Va.)

Scholastic Newspaper Work Lays Foundation

By NJERI FULLER

I GREW up wanting to be a journalist. Since my father is in the newspaper business and my mother is an English teacher, it seemed a logical, if not inherent, choice. It also seemed logical that I would quickly join my high school newspaper staff, but I didn't.

I was disenchanted with the coverage of my school's paper, and I didn't think that I would be able to make a difference as the "lone" minority student. While I stood back and fumed about the paper's lack of representation, I finally realized that I was missing out on the chance to make a difference as a minority journalist. The newspaper staff wasn't going to change unless someone initiated that change. So, I decided to join the staff and become that person.

I'm glad that I did become involved with the newspaper staff. Writing for my high school paper prepared me for the kinds of writing that I did as a journalism major at the University of Iowa. Not only did I learn how to write interesting editorials, informative news pieces and features, but I also honed my skills in interviewing, editing, and design and layout. Working with the newspaper staff also helped me decide whether or not journalism was something that I really wanted to pursue in college and eventually as a career.

I know that as a high school student the idea of a professional career seems a long way off. But getting involved in activities such as scholastic journalism can help you to determine what direction you want to travel as you chart your future goals and career choices. If you find that you really like writing or photography, you should consider journalism as a viable career choice. You can further develop your skills in college through journalism classes and the many journalism extracurricular activities on campus such as the campus newspaper or public relations association.

Njeri Fuller is a 1993 graduate of the University of Iowa, Iowa City.

Memphis State University (Tenn.)
Michigan State University
Middle Tennessee State University
Murray State University (Ky.)
New York University
Northwestern University (Ill.)
Northern Illinois University
Ohio State University, The
Ohio University
Oklahoma State University
Pennsylvania State University
San Diego State University (Calif.)
San Francisco State University
San Jose State University (Calif.)
South Dakota State University
Southern Illinois University, Carbondale
St. Cloud University (Minn.)
Syracuse University (N.Y.)
Temple University (Pa.)
Texas A&M University
Texas Christian University
Texas Tech University
University of Alabama
University of Alaska, Anchorage
University of Alaska, Fairbanks
University of Arizona
University of Arkansas, Fayetteville
University of Arkansas, Little Rock
University of California, Berkeley (graduate only)
University of Colorado
University of Florida
University of Georgia
University of Hawaii
University of Illinois
University of Iowa
University of Kansas
University of Kentucky
University of Maryland
University of Miami
University of Minnesota
University of Mississippi
University of Missouri
University of Montana
University of Nebraska, Lincoln
University of Nevada, Reno
University of New Mexico
University of North Carolina, Chapel Hill
University of North Texas
University of Oklahoma
University of Oregon
University of South Carolina
University of South Florida
University of Southern California
University of Southern Mississippi
University of Tennessee, Knoxville
University of Texas, Austin
University of Utah
University of Washington
University of West Florida
University of Wisconsin, Eau Claire
University of Wisconsin, Madison
University of Wisconsin, Oshkosh
University of Wisconsin, River Falls
Virginia Commonwealth University
Washington & Lee University (Va.)
West Virginia University
Western Kentucky University

Students who wish to narrow this list of accredited programs will easily find several colleges that also meet criteria such as highly selective admission standards, cost, location and size.

If, for example, it is important for you to apply to colleges that have highly selective admission standards and accredited journalism programs, consider the following alphabetically listed eight undergraduate schools. All have entrance standards rated by Peterson's Guides as "very difficult" (half of all freshmen were in the top 10 percent of their high school class and scored over 1150 on the SAT or over 26 on the ACT; about 60 percent or fewer of all applicants were selected).
Colorado State University
New York University
Northwestern University (Ill.)
Pennsylvania State University, University Park
Syracuse University (N.Y.)
University of Illinois, Urbana-Champaign
University of North Carolina, Chapel Hill
Washington & Lee University

A prospective journalism major should know that some schools choose not to participate in the accrediting process. That does not necessarily mean a student cannot receive a quality journalism education at such a school. Students who discover that a college they want to attend is not listed among the 95 accredited schools should look to other sources for more information on its program.

Liberal arts majors should know that there are jobs for them in newspaper journalism as well. Those who have taken no journalism courses will have to work doubly hard and on their own initiative to learn the basics and to gain practical experience at writing, reporting and editing.

Eight colleges and universities with accredited programs are included among the top national and regional universities and liberal arts colleges listed in "America's Best Colleges," rated by *U.S. News & World Report* in the September 28, 1992, issue. They are: Northwestern University; University of North Carolina, Chapel Hill; Washington & Lee University; University of Florida; University of Southern California; University of Washington; University of Wisconsin at Madison; and University of Texas at Austin.

College Courses That Prepare Future Journalists

THERE is no typical order of journalism courses for students to take who plan to major in journalism/mass communications.

At some universities, students enter a school or department of journalism and mass communication in their first year and begin taking journalism courses right away. At other universities, students do not enter the journalism/mass communication program until their third year. Those programs prefer that students take liberal arts and general courses in their first two years and take most or all of their journalism courses in their last two years.

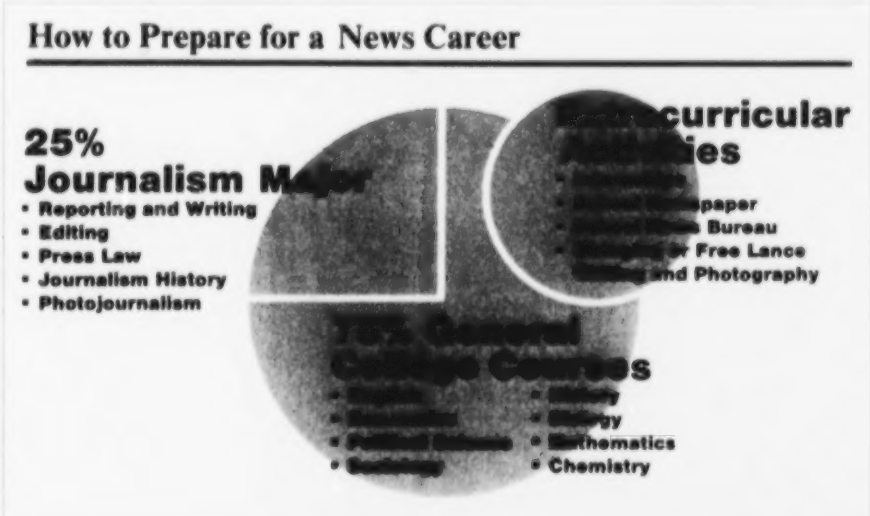
At an increasing number of those universities, students must meet certain grade point average requirements to enter the journalism/mass communication program in their third year. For example, some programs now require students to have at least a "B" average to enter.

Because some programs stretch over four years and some are condensed into two years, because some universities are on a semester system (two terms a year) and some are on a trimester system (three terms a year), and because universities have different graduation requirements, it is difficult to outline a universal sequence of journalism courses. The Introduction to the Mass Media course is often the first course taken and is sometimes a pre-entry requirement. The Mass Media and Society course is often taken as one of the student's last courses. Most programs require students to take both beginning reporting (sometimes called newswriting) and beginning editing early in their programs but allow students to choose between advanced courses in reporting and editing. Internships are typically taken in the summer before the final year of college.

Students studying for print careers will find the news-editorial major the most direct way to prepare for a newspaper career because this course of study has been designed to offer students an ideal blend of academic and practical courses.

About one-fourth of a student's college courses comprise a "major." It is not unusual, however, for a news-editorial student to accumulate enough courses in a second academic field to equal a major in that field, too.

The news-editorial journalism major generally consists of three types of courses: core courses, basic skills courses, and advanced skills courses. In addition, many schools offer journalism-related electives to provide students specialized courses to mesh with specific interests. Students typically take at least 10 journalism courses, or about 25 percent of all courses they take in pursuit of a bachelor's degree. The core courses and basic skills courses are often requirements for students who will later specialize (major) in advertising,



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broadcasting or public relations.

Following is a partial list of courses offered by most of the nation's schools and departments of journalism and mass communications:

CORE COURSES

Introduction to the Mass Media—This is a survey-type course about mass communications.

Mass Media and Society—This course teaches how the various media affect society and how people react to how the mass media cover issues and general news.

History of Journalism—The study of journalism history parallels the study of American history, but with an emphasis on the role of the media.

Press Law and Ethics—This course is often taught as an overview of libel law, and privacy law, and discusses professional ethics expected of news people.

BASIC SKILLS COURSES

Beginning Reporting—This is the first skills course. It usually involves a laboratory in writing as well as a thorough review of grammar, spelling and punctuation.

Beginning Editing—This is often the second skills course, and it also involves a laboratory that covers copy editing, headline writing, page layout and design and wire service style as well as a thorough review of grammar, spelling and punctuation.

Jacinthia Jones, a copy editing intern, considers a story during the editing internship training program at the University of Missouri. *Photograph by Lynden Steele*

Photojournalism—This is a laboratory course that introduces students to the use of the camera and the treatment of photographs in the print media.

ADVANCED SKILLS COURSES

Advanced Reporting—This is the second reporting course, and usually involves on-the-street reporting, interviewing and writing news stories on a deadline.

Feature Writing—This course specializes in writing feature and other in-depth articles for the print media. This is an elective.

Investigative Reporting—This elective allows students to do a thorough investigation of a subject (research, interviews, etc.) and then put together one or more full-length articles that would appear in the print media.

Editorial Writing—This optional course helps students develop skills in opinion writing.

Advanced Editing—This is the second editing class, and is usually taken by students who may want to eventually be editors of newspapers. This is an elective.

Graphics—This optional course goes into depth with layout and design of the print media, a topic covered in general terms in the beginning and advanced editing courses.

Media Management—This elective offers advanced students the chance to look at the media as a business, and to learn the basics of managing that business.

Internship—This is a practicum that involves

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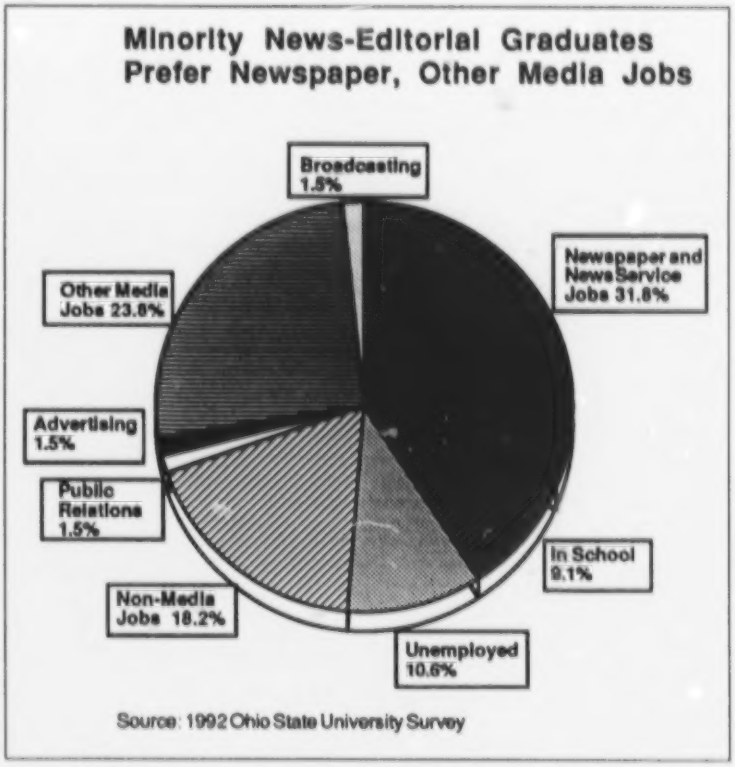
working on a newspaper or for other media. This is usually offered as the equivalent of one course. The internship is considered by many newspapers as a prerequisite to employment as a full-time reporter or editor following graduation.



Studies Parallel First Job Offers

BEFORE they make job offers to college graduates, virtually every company in every field wants applicants to demonstrate that they know something about the job they're being hired to do. Newspaper companies are no different.

Of all journalism/mass communications graduates who took full-time newspaper jobs, 64.8 percent majored in news-editorial studies.

That specialization, together with a broad and general education, is very important to demonstrate on a résumé.

Of the graduates who found full-time jobs in the newspaper industry, 84.4 percent said they had worked previously as interns. Another 55.9 percent said they worked in paid internships.

Fully 73.7 percent of those hired for newspapers jobs had worked on their college newspapers.

Students should begin to obtain practical journalism experience as soon as possible. Freshman year is not too early to try for a part-time or summer job with a newspaper.

The newspaper industry, in an effort to attract and prepare more minorities for writing and editing careers, has set up several programs that offer minorities the experience they need to get jobs immediately after college.

The Dow Jones Newspaper Fund and hundreds of newspapers and news organizations offer internships for college juniors and seniors (see pages 38-40). This type of practical experience in news reporting and editing is the final step a student needs to take to prepare for a news career.

Internships, coupled with outstanding classroom performance pack an effective one-two punch. Of all graduates hired full-time by the newspaper industry, 33.5 percent were "A" students, compared with 25.5 percent of all graduates who accepted full-time positions. Writing and editing experience on the college newspaper, followed by a newspaper internship before graduation is the ideal preparation for a news career.

Minority students who obtain practical experience while in college and do outstanding work in their academic courses, both in journalism and in the other liberal arts areas, should be able to land a newspaper job after graduation.

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JOB HUNT

First Job Away From Big City Leads to Own Editor's Desk

By TAMMY COLLINS CARTER

I DECIDED to become a newspaper journalist when I was in high school, but I landed my first job in spite of myself.

Unlike many young aspiring journalists today, I did not have an internship at a daily newspaper while I was in college. I worked many hours for my college newspaper and I worked part time at *The Times-Picayune* in New Orleans. I had no newspaper experience, but I expected *The Times-Picayune* –a 300,000-circulation paper–to hire me as a full-time reporter. I had a lot to learn.

After an editor told me that I needed more experience before I could be considered for a position at the New Orleans paper, I took a chance and applied for a reporting position at a small daily newspaper in Thibodaux, La. The newspaper, the *Daily Comet*, had a 12,000 circulation, a staff of five reporters and is located about 60 miles southwest of New Orleans.

To my relief, I got the job and began an adventure I will never forget. Because the staff was small and the workload large, I had an opportunity to cover some major stories. I covered city council meetings, school board meetings, drug busts, fires, a police chase, criminal and civil court cases. I wrote numerous feature stories, in-depth series and a weekly editorial column.

Later, when I became city editor, I had the opportunity to write cutlines, headlines, edit copy and design pages. Before I left the *Daily Comet*, I was promoted to managing editor, the top editing position. It took me six years to earn that position. The chances of me moving up that fast at a larger newspaper would have been slim.

Obviously, I think there are many advantages to starting a career at a small newspaper. There is greater opportunity to do a wide variety of things. Because of small staffs and high turnover, reporters at small newspapers can cover beats, write feature stories, and write columns–all at the same time.

Working at a small newspaper, however, is not all fun and games. There are some disadvantages. With smaller circulations and advertising revenues, small newspapers cannot afford to pay reporters as much as larger newspapers. Most of these newspapers are also in small communities that may not have large populations of ethnic groups or entertaining things for young people to do.

Despite these pitfalls, I will forever cherish my years at the *Daily Comet*. The things that I learned and the opportunities that I had there prepared me for my current job as an assistant city editor for *The Times-Picayune* and any job I may have in the future.

Tammy Collins Carter, is a native of Detroit, Mich., and lived in New Orleans for eight years before she moved to Thibodaux, La., in 1984.

Smaller Newspapers Have More Varied Jobs to Offer

By MICHAEL MERCER

I ONCE heard a journalist say he wanted to start his career at a smaller paper for this reason: If he made a mistake in a story it wouldn't be seen by as many people as would see it in a larger paper.

It sounded funny at the time, but good journalism is good journalism no matter where you work. Working in a smaller newspaper offers the same challenges as working in a larger market. Bigger is not necessarily better.

The paper where my journalist friend started is the same one where I started my

journalistic career and still practice–*The Jackson* (Tenn.) *Sun*. I never thought of *The Sun*–38,628 daily and 43,857 Sunday–as a smaller newspaper. It's plenty big to me.

Most of the newspapers in this country fit into this category. That means overall smaller newspapers have more jobs to offer on a purely mathematical basis than larger newspapers as a whole.

When you enter the job market, most of the larger papers will want to know where you've worked before you come knocking at their doors–generally that's going to be a smaller paper. Maybe one. Maybe several.

Your chances of landing a job at a small newspaper are greater, but you're going to have to be qualified no matter what the job is. And you're going to be more valuable at the smaller paper because you'll probably be doing more than one job. There's always something to do.

Reporters at smaller newspapers won't find it unusual to help write a headline, snap photographs or suggest graphics to go along with their stories.

Since my journalistic career began at *The Sun* in 1973, I've been an intern, farm reporter, general assignment reporter, education reporter, copy desk editor and newsroom supervisor.

I also chair the newsroom's Minority Affairs Committee, serve on the Diversity Committee and recruit for my paper and its owner, Gannett Co.

So even though I work at a smaller paper, I represent the nation's largest newspaper group–one that listens to all of its members because the diversity of the workplace–what you and I bring to it–is very important.

And enhancing that diversity–through writing, opinions, assignments, critiques, recruiting and outreach efforts–is part of my job. It's community journalism. By using your talents, you can make a big contribution to a small newspaper.

Michael Mercer is reader services editor at The Jackson Sun.

How to Apply for a Newspaper Job

THE path to a job or internship is full of unknown twists, turns and randomly spaced potholes. To take much of the mystery out of job hunting, college students and graduates who are looking for newspaper work will need to consider the following points:

1. Select some newspapers you would like to work for. Consult your faculty adviser and working journalists you know. Then read and study those newspapers to see if they appeal to you. Names of news executives and other department heads may be found in these sources: Editor & Publisher Yearbook, Editor & Publisher magazine, Ayer's Directory, and state press associations. Make sure you are using a current directory. You don't score points by writing to last year's editor. The best place for college students to start is the placement office at the school or department of journalism. Almost every j-school placement director has a current list of newspaper job openings and internships.

2. Write a one-page cover letter and a one-page résumé and mail them to every newspaper you would like to work for. Be sure to tailor the résumé to fit the employer. For instance, résumés to editors should emphasize reporting, writing and editing interests and experience, and résumés to advertising department executives should emphasize advertising experience. Editors often throw away résumés and letters with grammatical or typing errors. You may want to enclose two (or three) clippings of your writing that appeared in newspapers or magazines.

3. Allow time for the postal service to deliver your letter, and then place a follow-up telephone call to make an appointment to come to the newspaper for an interview, testing and tryout.

4. Read closely several recent issues of the newspaper before the interview. In the interview, the standard rules apply: be alert, courteous, neatly dressed . . . be yourself. Bring samples of your work with you to the interview.

5. Complete any tests and tryouts, usually at the same time as the interview. More and more newspapers are requiring verbal skills tests of reporter and editor

applicants, so a working knowledge of news service style, current events, people in the news, and familiarity with the particular newspaper is important.

6. Handle job offers in a professional way. It is important to know that newspapers expect prospective interns and full-time employees to make a firm decision once a job offer is made. That means making a reasonably prompt decision and sticking with it at least through an extended tryout or evaluation period at the newspaper.

The evaluation period at most newspapers lasts about three months, after which the newspaper decides if it will keep the employee. It is also a time when the employee decides if he or she wants to continue working for that particular newspaper. Salary increases often occur at the end of the evaluation period.

7. Before you accept a job offer from a newspaper, it may be wise to consider whether you will be able to live on the salary being offered. A good rule of thumb to consider would equate a weekly salary to the monthly rent for a one bedroom apartment in a safe neighborhood. Before the job interview, you should do some research on the cost-of-living in the newspaper's coverage area. Also, the beginning professional should determine what health care benefits the employer provides and pays for.

8. College graduates who are looking for full-time employment are urged to avoid newspapers that offer college graduates only "correspondent," "stringer" or "intern" positions with no health care or paid vacation benefits.

9. Minorities should be especially wary of newspapers that offer to hire them as part of a special "minority training program," when the paper hires other college graduates without such a prerequisite. To determine where you stand, ask about the background of other beginners the newspaper has hired within the past year.

In sum, the prospective employee should consider himself or herself as a young professional who has already done everything needed to land a full-time job as a newspaper reporter or editor. Those qualifications include: completing a college degree that includes course work in writing, working on a college newspaper, and securing at least one internship. That is all a newspaper can, or should ask for as a minimum requirement to be hired. Students should make a point of asking their journalism school directors to send names of students looking for jobs to the American Society of Newspaper Editors. ASNE's *Minorities Memo* publishes names of recent j-school graduates who are looking for full-time jobs. Deans and directors of journalism programs should contact Neil Foote, minority affairs director, ASNE, P.O. Box 4090, Washington, D.C. 22090-1700.

Lydia Ramos pauses during her reporting internship at the *Visalia* (Calif.) *Times-Delta*. *Photograph courtesy of the* Visalia Times-Delta.

Good Résumé Puts Best Foot Forward

FIRST impressions are lasting ones. That is why an outstanding cover letter and résumé are so important, whether you are applying for an internship, a first job after college or your 10th change of jobs.

The Cover Letter: Your cover letter explains why you are sending your résumé to a particular newspaper. The answer to that question should be included in the first paragraph of a one-page cover letter.

The second paragraph can summarize your talents and what you have to offer the newspaper, perhaps by listing one or two of your most recent accomplishments as examples.

The third paragraph can refer to your education and professional credentials. You should end the letter by stating that you will call in a few days to request an interview.

Your typed cover letter must be directed to the person who hires reporters and copy editors at the newspaper and should have no typographical errors or misspellings.

The Résumé: *The National Business Employment Weekly*, an excellent source of information about job hunting, offered the basics of a good résumé in a recent issue.

"The résumé is nothing for you to agonize over. But since almost every employer will ask you for one at some point in the hiring process, make sure that yours is a good one.

"First, be sure it's up to date and comprehensive. At a minimum it should include your name, address and phone number; a complete summary of your work experience; and an education profile.

"A second rule of résumé-writing is to keep the résumé concise. Most employers don't want to read more than two pages, and one page is preferable."

The ideal résumé has eight parts. They are:

1. Name, address and phone number, centered at the top of the page.

2. Position desired. This part should include the one job you are applying for.

3. Summary statement. This paragraph should convince the newspaper editor that you have the right background for the job, and this would be the time to tie your immediate job hunt to your long-range career goals.

4. Education. List all colleges you have attended, your majors, your date of graduation and the degree you will or have received.

Jonathan Doe

Permanent	**Campus**
1548 Towne Ave. New York, N.Y. 10007 (212) 555-1111	1540 Washington Street University Station, S.C. 29302 (803) 555-1212

Position Desired: Editing internship for the summer of 1986. Can start May 15, 1986.

Summary Statement: I am a college junior who is interested in a career in newspaper editing. I believe I have done my best work as a copy editor in class and on the college newspaper. I would like to some day be a managing editor of a daily newspaper.

Education:

August 1983 to Present	University of the Carolinas Majors: Journalism and Economics BA degree expected: May 1987
1980-1983	Collegeville High School, Collegeville, Va.
Summer 1982	Urban Journalism Workshop at Virginia Commonwealth University

Practical Experience:

May to August 1985	Reporting intern for the Collegeville Times, Collegeville, Va.
September 1984 to May 1985	College stringer for the Collegeville Times Managing Editor, The University Herald, University Station, S.C.
September 1983 to May 1984	Copy Editor, The University Herald

Professional Affiliations: President, campus chapter of the Society of Professional Journalists; Vice President, student chapter of the National Association of Black Journalists; Member, Kappa Tau Alpha national journalism honor society.

Awards and Honors: Dean's list every semester since enrolling at the University of the Carolinas; National Achievement Scholarship Recipient.

References:

Mr. Thomas Lampsun Managing Editor The Collegeville Times Collegeville, Va. 24012 (703) 555-1010	Prof. William Clark College of Journalism University of the Carolinas University Station, S.C. 29802 (803) 555-2121

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Also list any workshops or seminars you have attended, as long as they relate directly to the job you are seeking.

5. Practical experience. This should be in chronological order, so there are no gaps in your background. An editor should be able to learn about every major thing you have done since high school by reading this part. Include work on college newspapers, internships and other journalism-related work.

6. Professional affiliations. Listing the journalism professional organizations you belong to will indicate that you have a commitment to newspaper journalism. If you belong to a minority organization, listing that affiliation would subtly identify your race or ethnicity.

7. Awards and honors. Include only your most prized awards or honors.

8. References. Contrary to general advice about résumés, newspaper editors like to see the names, addresses and phone numbers of one or two references who know about and will comment on your journalistic abilities. Be sure to ask your prospective references for permission to list them beforehand.

You should not include such information as your vital statistics–age, weight, marital status, number of children, etc.—on either your résumé or cover letter. It is illegal for an employer to ask you those questions.

The illustration on the previous page offers only one of dozens of résumé formats, and demonstrates how a wealth of information can be placed on one sheet of paper.

Tests Help Papers Evaluate Applicants

STUDENTS and recent college graduates can count on taking some sort of verbal skills test sooner or later during the search for a first job or internship. It is important for applicants to know that in most cases the test is only one of several factors editors use when deciding whom to hire. An American Society of Newspaper Editors report, "The Editor As Manager," presents two sides of the testing question.

That report told editors, "Job-related tests make it possible to eliminate the totally inadequate journalist, whose incompetence might otherwise have escaped detection during personal interviews, checking of references and reading of résumés and samples."

The ASNE report continued with another side of the issue: "Some advocates of testing sound the sensible warning that people who have done poorly on tests sometimes have excelled during interviews and became good performers when they were hired."

The Associated Press, Knight-Ridder, Inc. and many other news organizations require all applicants to take a test before they are hired. But there is no national standardized test, no book one can read on how to score high on the newspaper employment test, and no coaching seminar to tell applicants what to expect.

Federal law requires all employers to demonstrate that their tests do not discriminate against any race, sex or ethnic group. Newspapers that administer tests to reporter and editor applicants should take special care to be sure their tests are job-related. That translates into tests that measure verbal skills, news judgment and knowledge of libel law. The ultimate test is the tryout.

While you are in high school the best test you can take is the College Board's Advanced Placement examination in English Language and Composition. Ask your English teachers and counselors how you can prepare for that exam, starting in your junior year of high school.

The college journalism student who has already passed Reporting 1 and Reporting 2 with an "A" or "B+" grade has probably already excelled on tests similar to the ones they'll see again when they apply for their first internship.

The Dow Jones Newspaper Fund, which selects several dozen college students for internships every year, asks college professors to design its "Controlled Editing Exercise" that is required of all applicants (see example). The important thing to the Fund and to most newspapers is that the test fairly reflects an applicants

verbal skills, his or her knowledge of journalistic style and the ability to put together a basic news story under deadline pressure.

All newspaper tests, regardless of the questions asked or the scoring system, have one thing in common. They pit one applicant against another. The newspaper test is a contest, of sorts. The applicant's task is to do better on the test and in the interview than everybody else who is seeking the same job.

Internships Enhance Skills, Marketability

INTERNSHIPS give student journalists a chance to measure their skills on a professional yardstick. You're never too young for an internship and each should be treated as a tryout for a full-time job. If you perform well, although not perfectly, you could be invited back the following summer, the next semester or when you graduate.

A survey of daily newspaper editors conducted by the Dow Jones Newspaper Fund showed an increase in the number of paid internships from 1991 to 1992 and predicted stability in 1993.

The survey received responses from 559 newspaper editors, or 36 percent of the population questioned. Circulations ranged from more than 1 million to less than 5,000.

The report showed:

- The number of

SAMPLE TEST QUESTIONS

The following examples of newspaper test questions were taken from the Dow Jones Newspaper Fund's Controlled Editing/Writing Exercise. The examples change each year, but the format remains the same.

These examples are offered to illustrate to potential newspaper applicants what they can expect when they are asked to take a writing, spelling or word usage test. As with all tests, the instructions must be read carefully and followed precisely.

Part 1 — SPELLING **If a word is spelled correctly, do nothing. If it is spelled incorrectly, write the correct spelling on the line to the right.**

1. teamster _____
2. appleate _____
3. liason _____
4. limousine _____
5. politicking _____
6. privilige _____
7. academys _____
8. vacume _____
9. gague _____
10. naval orange _____

Part 2 — GRAMMAR AND WORD USAGE **There are four underlined words or phrases in the sentences below. If you find any error, find the number beneath that error and write the number in the blank at the left side of the page. Then write the correct usage below that number. If you find no error in the sentence, write a "5" in the answer blank.**

Error Number _____ 1.
Correction _____

On any given day, a newspaper throws away almost as
1 2
many stories as they use. No error.
3 4 5

Error Number _____ 2.
Correction _____

He went to the opera since he was offered a lot of money
1 2 3 4
to write a review. No error.
5

Error Number _____ 3.
Correction _____

The police officer took a hands-off position when the
1 2
reporter asked why no one would issue a statement after
3
the media were barred from the accident scene. No error.
4 5

Error Number _____ 4.
Correction _____

Everybody but George and Sue decided to enter the writing
1 2 3 4
contest. No error.
5

Error Number _____ 5.
Correction _____

Each one of the students in the class hope for a passing
1 2 3
grade on the test the professor gave. No error.
4 5

See page 43 for answers

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internships increased by 8 percent from 1991 to 1992;

- Reporting internships made up 69 percent of the opportunities offered in 1991 and 66 percent in 1992;
- 34 percent of interns hired in 1992 were members of minority groups;
- College juniors were the largest single category of interns, 30 percent, in 1992;
- The mean salary newspapers paid interns was between $200 and $250 per week in 1992.

Good clips from your college paper can help show an editor your potential as an intern.

Kimberly Moy, a reporter at the *Sacramento Bee*, has had three internships because of her performance in the classroom at the University of California at Berkeley and the newsroom. Maggie Rivas of *The Dallas Morning News* found that an internship in Mexico helped in her search for a work.

KIMBERLY MOY

During my sophomore year at U.C. Berkeley, I wrote for the school paper, *The Daily Californian*. When I first joined the staff I was surprised there wasn't a beat for minority issues, although nearly half of the student population was non-white and the most controversial campus issues, such as affirmative action policies in admissions and faculty hiring, were race-related. So, I created and covered the minority and women's issues beat for the fall semester. My clips from *The Daily Cal* helped me get an internship at the *Contra Costa Times* (Walnut Creek, Calif.) for the spring semester and *The Modesto* (Calif.) *Bee* for the summer. In turn, clips from *The Bee* landed me an internship at *The Seattle Times* for the following summer.

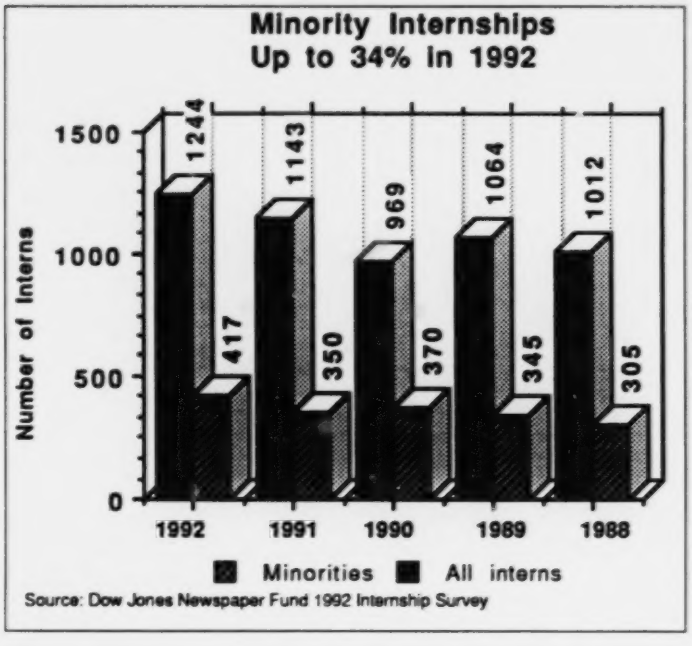
Although internships and campus newspaper jobs don't pay well financially, they are invaluable experiences to any student interested in journalism. Not only do you feel the satisfaction from a good interview and a well-written story, but also the stress of deadlines and the panic of getting lost on the way to an important meeting—the not so glamorous aspects of reporting. You don't really know what journalism is all about until you work in it.

MAGGIE RIVAS

You've got to have something to set you apart from the other applicants for either internships or jobs.

Quite by accident, one of my selling points was an internship I did at the Monterrey, Mexico, newspaper, *El Norte*. All I wanted out of the arrangement was a chance to improve my Spanish and get a few bylines. What I got was a wonderful opportunity to learn about journalism in Mexico, to learn how it might feel to be a foreign correspondent, and to make some friends. Experienced editors who see the Monterrey internship on my résumé know right away what it probably meant to a young journalism student. They've been curious and it's given them something to ask me about. To think: I took the internship with no pay, although they decided to give me a salary after a few weeks.

I've learned not to be ashamed of being excited and enthusiastic. A lack of experience can be compensated somewhat by a willingness to learn.



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Interracial Americans Can Bridge Gaps

By TRAVIS KAMINSKI ARMSTRONG

MIXED-RACE couples are having children in record numbers, stirring up America's melting pot and creating opportunities for newspapers.

Their offspring can draw on insights into two cultures when reporting the news. And, in these divisive times, we can help foster understanding in the newsroom and the community.

I am a registered member of the Minnesota Chippewa Tribe, just like my father and my grandparents before him. But, with a mother of East European descent, I've never liked the either-or labels people want to place on me.

So despite my membership in one of the largest "federally recognized" Indian nations, I consider myself an interracial American. Reporters often suggest we are caught between two worlds, but as one mixed-blood author observes, "We are the catch, not the caught."

This cross-cultural perspective is another dimension I bring to my job as the wire/features editor at Dow Jones & Company's Ottaway News Service in Washington, D.C.

Everyday, wire service editors select and edit stories for readers across the country. In a sense, we're "gatekeepers" of the foreign, national and regional news many Americans receive.

That's where I think I can help. When planning and editing sensitive stories, I draw on my personal knowledge of two communities that often are at odds.

I've seen stories that say Columbus "discovered" America, marginalizing in one word millions of native people who were already here. I've seen sports stories with shameful headlines such as "Wounded knee defeats Indians." I've seen articles about reservation casinos that quote federal and state officials but not Indians.

If I'm editing one of those stories, I think how my father, a Chippewa craftsman from the Leech Lake Reservation, would react. Then I think how my mother, a white defense-plant worker, would view the story.

Once I'm finished my hope is that they both would learn. That's a journalist's job: to deliver a complete story so readers can make informed decisions.

Ethnic Newspapers Span More Than 100 Years

THE ethnic media in America have a long tradition of reporting on the oppression and achievements of people of color.

The first Hispanic newspaper published in the U.S., *El Misisipi*, appeared in 1808 and was printed in Louisiana. *Freedom's Journal*, the nation's first Black newspaper, originated in New York in 1827 to "plead the cause" against slavery. It was followed in 1828 by the *Cherokee Phoenix*, a weekly Indian newspaper in Georgia printed in English and Cherokee. Chinese readers got their first newspaper in San Francisco in 1854. *Golden Hill News* was filled with news from China and shipping information.

Today there are more than 300 Black newspapers publishing weekly and semi-weekly. *The New York Daily Challenge* and the *Atlanta Daily World* are dailies. Most modern Indian newspapers are owned by tribess; there are independents, notably the award-winning *Indian Country Today* of Rapid City, S.D.

Contemporary newspapers intended for Latino audiences are published in English, in Spanish and bilingually. *La Opinion* of Los Angeles and *El Nuevo Herald* of Miami are two of the largest.

Many minority professional journalists began their careers at ethnic newspapers. Others have returned to ethnic newspapers from the mainstream press, often taking over as publishers or starting their own publications.

LISTS: *Grants From Organizations*

AEJMC-Communication Theory and Methodology Division Minority Doctoral Scholarship. Applicants must be members of AEJMC or the CT&M Division and be enrolled in a Ph.D. program in mass communication reflecting the interest of the CT&M Division. To be considered, applicants must submit two letters of recommendation, a resume and a brief letter outlining their research interests and career plans. For application information contact AEJMC, 1621 College St., University of South Carolina, Columbia, S.C. 29208-0251 or call (803) 777-2005.

Albuquerque Journal Publishers' Scholarship Fund for Minorities. A $2,000 scholarship is offered annually to a minority student majoring in journalism at New Mexico State University, Eastern New Mexico University or New Mexico Highlands University. Scholarship includes a paid internship at the Albuquerque Journal and moving expenses. Apply by Feb. 15 through the four universities.

The Arizona Daily Star Frank E. Johnson Scholarship. For a minority student at Pima Community College; based on scholarship, need and interest in journalism, apply to Department of Media Communications, Pima Community College, 2202 W. Anklam Road, Tucson, Ariz. 85709; $500.

Asbury Park Press Scholarships for Minority Students. Offered to one graduating high school student from Monmouth County, N.J., and one from Ocean County, N.J., who will enter college seeking a career in communications including reporting, marketing and advertising; renewable for a second year with continued satisfactory work; apply to Editorial Department, Asbury Park Press, 3601 Highway 66, P.O. Box 1550, Neptune, N.J. 07754; $2,000 each.

Asian American Journalists Association Scholarship Awards. Scholarships from $250 to $2,000 will be awarded to students pursuing careers in print, photojournalism or broadcast journalism. Applicants may be high school seniors or college students attending accredited institutions. Awards are based on involvement or interest in the Asian American community, scholastic achievement, journalistic ability, a desire to pursue a news media career and financial need. Applications must be postmarked by April 15. For information and applications write: AAJA Scholarship Awards Committee, 1765 Sutter St., Room 1000, San Francisco, Calif. 94115 or call (415) 346-2051.

Asian American Journalists Association Fellowships. Designed to enable AAJA members to attend mid-career short-term advanced journalism training and advanced skills development programs, these fellowships can be used to defray tuition, travel, food, lodging and other related program costs. News organizations of the recipients must grant them a leave of absence to attend the program. Each fellowship must be used within 12 months of the date it is awarded. Applications will be reviewed quarterly–January, April, July and October. Grants will be awarded contingent upon proof of registration at, or acceptance to, the training program. For information write AAJA, 1765 Sutter St., Room 1000, San Francisco, Calif. 94115. (415) 346-2051.

Chicago Association of Black Journalists Scholarships. Scholarships are open to any minority full-time junior, senior or graduate student enrolled in an accredited college or university in the Chicago metropolitan area who is majoring in print or broadcast journalism. For information write to the Chicago Association of Black Journalists, P.O. Box 11425, Chicago, Ill. 60611. Application deadline is March 31; $1,500 each.

Chicago Reporter Minority Fellowship in Urban Journalism. An experienced minority journalist will be selected for this year-long fellowship to work at the Chicago Reporter, an investigative monthly newspaper that covers issues of race and poverty in Chicago. Postgraduate course work will be available through Northwestern University's Medill School of Journalism and other local colleges and universities. Interested candidates should send a résumé and five clips to Laura Washington, Chicago Reporter, 332 S. Michigan Ave., Chicago, Ill. 60604 or call (312) 427-4830.

Concerned Media Professionals Scholarships. Two $1,700 scholarships will be awarded to Native American, Hispanic, Asian American and Black students who are or plan to enroll in the University of Arizona. Applicants should have plans to pursue a career in journalism. For information write to Hispanic Alumni Association, University of Arizona, 1111 N. Cherry Ave., Tucson, Ariz. 85721.

Cox Newspapers Minority Scholarship. Open to high school seniors from Atlanta planning to study journalism at Georgia State University or an undergraduate school in Atlanta University Center, this scholarship is awarded during freshman year and covers tuition, room, board and books. Scholarship is renewable for up to four years as long as student maintains "B" average. Also provides a paid internship for 20 hours weekly through four years of college. For information contact Booker Izell, Cox Newspapers Minority Scholarship Program, P.O. Box 4689, Atlanta, Ga. 30302; approximate value for four years: $40,000.

Dallas-Fort Worth Association of Black Communicators Scholarships. Several scholarships with a minimum value of $1,500 each are awarded to high school seniors and college students. Applicants must be from the Dallas-Forth Worth area and pursue a career in print, broadcast, photojournalism, graphic arts or public relations. Deadline for application is March 1. For information write Cheryl Smith, scholarship chairman, DFW/ABC, c/o KKDA, P.O. Box 860, Grand Prairie, Texas 75053.

Florida Society of Newspaper Editors Journalism Scholarships. Eight scholarships will be awarded to Florida minority high school graduates who plan to attend a Florida public community college. Applicants must have a 3.0 high school GPA and be interested in making journalism their careers. Scholarships are renewable for up to two years. Students should contact the financial aid office or journalism department at their community college for application information. Scholarships are valued at $1,200 per year.

Freedom Forum Grants for Native American High School Journalism Students. Native American high school students may apply for grants to attend the South Dakota State University summer journalism institute held each summer in mid-June. Grants cover transportation and workshop costs. For information, write to Dr. Richard W. Lee, Department of Journalism and Mass Communication, South Dakota State University, Brookings, S.D. 57007. Application deadline is June 1.

Freedom Forum Grants for Journalism Teachers of Native American High School Students. High school journalism teachers who teach Native American students may apply for grants to attend the South Dakota State University summer journalism institute held each summer in mid-June. Grants cover graduate tuition, transportation and workshop costs. For information, write to Dr. Richard W. Lee, Department of Journalism and Mass Communication, South Dakota State University, Brookings, S.D. 57007. Application deadline is June 1.

Garth Reeves Jr. Memorial Scholarships. One or more scholarships are offered by the Greater Miami Chapter, Society of Professional Journalists, to undergraduate and graduate-level minority students majoring in journalism. Preference is given students from South

Florida or students attending college in South Florida; amount of each scholarship is determined by need (minimum grant $500). Apply by March 1 to Mike Haggerty, Miami Herald, One Herald Plaza, Miami, Fla. 33102.

Hearst Foundation Minority Scholarships. Offered by the Medill School of Journalism at Northwestern University, it is awarded to one Black graduate editorial student every fall quarter. Recipient will have graduated from a historically Black college or university, and demonstrated superior writing ability and journalistic potential. Academic performance and extra-curricular involvement also important. All admitted Black editorial students are eligible for the scholarship; no additional application materials required. Amount of scholarship, $24,000.

Investigative Reporters and Editors Minority Conference Scholarships. For minority professional journalists or student journalists who wish to attend IRE's annual conference. Applicants must show financial need, racial and ethnic diversity, ability and experience in various media. Scholarship covers IRE conference expenses, transportation, hotel and conference registration fee. Applications available between Jan. 1 and March 1 from IRE, 100 Neff Hall, School of Journalism, University of Missouri, Columbia, Mo. 65211 or call (314) 882-2042; FAX (314) 882-5431. Application deadline is March 15.

Joel Garcia Memorial Scholarship. Twenty to 30 scholarships are awarded by the California Chicano News Media Association to Latino college students majoring in any field, but who must be able to prove a sincere interest in pursuing a career in journalism or mass communication. Scholarships are awarded based on financial need, community awareness, scholastic achievement and commitment to a journalism career. Application deadline is early April. For information write California Chicano News Media Association, School of Journalism, University of Southern California, Los Angeles, Calif. 90089-1695. (213) 743-7158. $250-$2,000 each.

Ken Inouye Scholarship. A $1,000 scholarship offered by the Los Angeles Professional Chapter of the Society of Professional Journalists to a minority junior, senior or graduate student attending a Los Angeles area (Ventura County, Orange County and Los Angeles County) college or university, or Los Angeles area resident attending school elsewhere. Applicants must intend to pursue a journalism career with an emphasis in news work. Scholarship awarded on accomplishments, potential and need. Write Scholarship Chair, c/o SPJ, 5215 York Blvd., Los Angeles, Calif. 90042.

Knight-Ridder Scholarship Program for Minorities. Four $5,000 scholarships are awarded to graduating high school seniors who attend high school in an area served by Knight-Ridder. The scholarship is renewable for up to four years based on a student's academic performance and includes a summer internship at a Knight-Ridder newspaper. Interested high school students should contact their school counselor or journalism teacher during the first semester of their senior year for application information.

Leonard M. Perryman Communications Scholarship for Ethnic Minority Student. A $2,500 scholarship offered by United Methodist Communications awarded to a junior or senior minority student who intends to pursue a career in religious communications. Scholarship is to be used for undergraduate study in communications at an accredited institution of higher education. Applications available in the fall; deadline for application is March 1. For information contact: United Methodist Communications, Suite 1901, 475 Riverside Drive, New York, N.Y. 10115.

National Association of Black Journalists Scholarships. For college undergraduate and graduate students. (Applicants must have completed at least one full semester of college to be eligible.) For information on the $2,500 award, contact:

Renee Hickman, program director, NABJ, 11600 Sunrise Valley Drive, Reston, Va. 22091.

National Association of Black Journalists Scholarships for High School Students. Two four-year sustaining scholarships will be awarded to students graduating from high school who plan to pursue a career in journalism. Recipients must show proof of enrollment and maintain a 2.5 GPA to renew the scholarship. Students may attend the school of their choice. For information, write Renee Hickman, program director, NABJ, 11600 Sunrise Valley Drive, Reston, Va. 22091.

National Association of Hispanic Journalists Scholarships. Several $1,000 scholarships are awarded each academic year to students interested in pursuing careers in the media. Scholarships are open to high school seniors, and college undergraduate students; one is restricted to college juniors, seniors and graduate students. Applicants are judged on financial need, scholastic achievement, journalism ability and commitment to the field. For application forms write to, Gerardo Oyola, educational programs manager, NAHJ, National Press Building, Suite 1193, Washington, D.C. 20045 or call (202) 662-7143.

Atlanta Association of Media Women Inc. Scholarship. Offered to an undergraduate minority female majoring in mass communications. Applicants must attend a college or university in Georgia. Apply by March 15 to Amelia Tucker-Shaw, Atlanta Association of Media Women Inc., P.O. Box 4689, Atlanta, Ga. 30302; or call (404) 880-0679; minimum scholarship $1,000.

National Newspaper Publishers Association Grants. Provides information and helps administer grants for minority college students pursuing journalism careers. Several grants valued at $2,000 each are awarded annually. For information write: Chairman, NNPA Scholarship Committee, 3200 13th St. N.W., Washington, D.C. 20010.

Native American Journalists Association Scholarships. Two $1,500 scholarships and two $1,000 scholarships will be awarded to Native American students pursuing a degree in journalism or a related field. Applicants must send cover letter containing name, address, phone number, parents' names, applicant's college plans, year in school, major, and statement of plans after college; proof of tribal enrollment; official transcripts; one recommendation from school adviser, counselor or professional familiar with applicant's background; sample of work, if available. Applicants must be members of NAJA (student membership fee is $10). Application deadline is June 30. Send materials to College Scholarships, NAJA, 230 Tenth Ave. S., Suite 305, Minneapolis, Minn. 55415 or call (612) 376-0441.

New York Association of Black Journalists/Stephen H. Gayle Memorial Scholarship. College students or graduating high school seniors who are from New York or are attending school in New York and planning careers in journalism are eligible. Applicants must write an autobiographical essay related to why they want to enter journalism. Application deadline is Oct. 15. Contact NYABJ, P.O. Box 2446, Rockefeller Center, New York, N.Y. 10185; minimum grant $1,500.

Newspaper Association of America Foundation Minority Fellowship Program. Funds to pay for travel, lodging and training fees will be provided to minority newspaper employees or members of journalism faculties to attend newspaper-related training conferences and seminars. Fellowships are awarded twice a year–June and December. Approximately 30 fellows are selected each year. Students are not eligible. Potential candidates who wish to nominate themselves, or newspapers and journalism school administrators who wish to nominate someone else, should write to Nancy Osborn, NAA Foundation,

11600 Sunrise Valley Drive, Reston, Va. 22091 or call (703) 648-1053.

Rollan D. Melton Fellowship. For college-level journalism educators who are members of a recognized minority group to attend an API seminar of his or her choice. The fellowship provides tuition, room and meals. For details write to American Press Institute, 11690 Sunrise Valley Drive, Reston, Va. 22091.

Sacramento Bee Minority Media Scholarships. Twelve $1,000 scholarships will be awarded to minority students living in the Sacramento circulation area. Applicants may be entering freshmen or currently enrolled students and may attend any college but must have interest in pursuing a career in mass media. Applicants should have 3.0 cumulative GPA. Exceptions may be made for applicants who have maintained minimum 3.0 GPA over their most recent term but do not have 3.0 GPA or better cumulative average. No McClatchy full-time employee or member of his or her family is eligible. Interested students should write to Monica Bagood, Community Relations Department, Sacramento Bee, P.O. Box 15779, Sacramento, Calif. 95852. Application deadline is Feb. 15.

Syracuse Newspapers Journalism Scholarship. Minority students attending Syracuse high schools are eligible for a full four-year scholarship to study print journalism at Syracuse University. To qualify, students must attend a special journalism course taught by the Syracuse Newspapers staff prior to enrolling in Syracuse University as a journalism major. A committee of professional journalists and college professors will select the student based on potential and interest in making newspaper journalism his or her career. For information students may check with their English teachers or write to Mr. Charley Hickey, assistant managing editor, Syracuse Newspapers, P.O. Box 4915, Syracuse, N.Y. 13221. Value of the four-year grant is approximately $80,000.

Thomson Fellowships. Thomson Newspapers offers one-year working fellowships for recent college or university graduates who plan to pursue a career in print journalism. Two of the three fellowships are available to members of racial or ethnic minority groups in the United States. Fellows are assigned to the editorial staff of daily newspapers where training and evaluation are provided. Upon completion of the fellowships, fellows are assisted in finding a full-time position with Thomson Newspapers. However, fellows are not required to work for a newspaper in the group. Fellowships carry a $20,000 stipend; the company pays moving expenses. Application deadline is May 1. For information, write Director, Editorial Development, Thomson Newspapers, 65 Queen St. W., Toronto, Ontario, Canada M5H 2M8.

University of Michigan Journalism Fellowships. Fellowships funded by Time-Warner will be awarded to working minority journalists who have at least five years experience. Fellows attend the University of Michigan from September through April and choose their own field of study. Fellowships include tuition and a stipend. For information, write to Charles R. Eisendrath, director, Michigan Journalism Fellows, Wallace House, 620 Oxford Road, University of Michigan, Ann Arbor, Mich. 48104-2635 or call (313) 998-7666; FAX (313) 998-7979. Application deadline is Feb. 1.

William A. Brower Scholarship. This $1,500 scholarship is open to minority college students from northwest Ohio or those attending college in northwest Ohio who plan to pursue a journalism or mass communications career. For application information, write to Northwest Ohio Black Media Association, P.O. Box 9232, Toledo, Ohio 43697-0232.

Internship Programs

Art Peters Minority Intern Program at The Philadelphia Inquirer. Four minority college students will be selected to participate in a 10-week course of instruction and practical work in copyediting. After a week of intensive instruction, students will be assigned to copy desks. Interns' wages are based on Guild scale for student interns. Assistance is given to interns in finding full-time employment after graduation. Students from all college classes are eligible for these internships. To apply, send a letter and résumé to Arlene Morgan, senior editor/staff development, The Philadelphia Inquirer, P.O. Box 8263, Philadelphia, Pa. 19101 or call (215) 854-2419. Application deadline is Dec. 31.

Associated Press Summer Minority Internship. Black, Asian American, Native American and Hispanic college juniors, seniors and graduate students who are in school full time at the time of application, are eligible for this 13-week program. Interns work in one of AP's domestic bureaus. Students who successfully complete the program will be offered full-time jobs with AP after graduation. For information, contact Jack Stokes, director of recruiting, The Associated Press, 50 Rockefeller Plaza, New York, N.Y. 10020.

Association for Education in Journalism/New York University Summer Internship Program for Minorities. For college students from a minority group (Black, Asian American, Hispanic and Native American) who are full-time upper level sophomores, juniors or seniors (preference is given to juniors) and show a commitment to journalism. Interns work full-time for 10-weeks at newspapers, magazines, public relations, advertising and broadcasting organizations. Interns receive a minimum weekly salary of $200 although most broadcast interns are not paid. For more information, write to Coordinator, AEJ/NYU Summer Intern Program, Institute of Afro-American Affairs, New York University, 269 Mercer St., Room 601, New York, N.Y. 10003 or call (212) 998-2130.

Capital Cities/ABC Communications, Inc. Newspaper Internship Program. A minority-oriented program. College graduates are selected to work for one year at three Capital Cities newspapers (four months each). Trainees receive a weekly salary of $240 plus $350 for each of the three moves; housing will also be provided but trainees must provide their own automobile to cover work assignments and to facilitate moves. Applicants should send a résumé, three to five samples of work and letter detailing qualifications and interest in the program by Oct. 31 to David Daris, program coordinator, Capital Cities/ABC, Inc., Newspaper Internship Program, c/o The Times Leader, 15 N. Main St., Wilkes-Barre, Pa. 18711.

Chicago Heights Star Publications Minority Internship. Open to students who have completed their junior year in college and have a major or minor concentration in journalism. Internship length and time will be based on the needs of the college or university. The paid internship will include supervised training and experience in a variety of reporting and photojournalism skills. Interested students should write to Star Publications, P.O. Box 157, Chicago Heights, Ill. 60411.

Chicago Sun-Times Minority Internship and Scholarship Program. Open to minority college students from the Chicago metropolitan area who will be incoming juniors and have demonstrated an interest in print journalism. Recipient will receive a $1,500 scholarship plus paid internship if a "B" average is maintained. Scholarship may be used at the school of the recipient's choice. For information write Director of Editorial Administration, Chicago Sun-Times, 401 N. Wabash Ave., Chicago, Ill.

60611. Applications must be postmarked by June 1.

Hartford Courant Minority Internships. One internship will be offered to help prepare candidates for reporting positions at The Hartford Courant. Candidates should no longer be in school and need not hold a degree but must have a strong interest in pursuing a career in newspapers. Internships will average a year and carry a $400 weekly stipend. Applicants will be judged on personal interviews, clips or writing samples, and letters of recommendation. Connecticut applicants are strongly preferred. Candidates must have a car and be prepared to live within the Courant's core circulation area. Interested persons should send a letter of application, current resume, clips or other writing samples to Jeff Rivers, associate editor, The Hartford Courant, 285 Broad St., Hartford, Conn. 06115 or call (203) 241-6481

Hispanic Link News Service Internships/National Association of Hispanic Journalists. Two internships will be awarded to Hispanics aspiring to be journalists. Applicants will be judged on basic writing skills (emphasis on English language), journalistic potential and commitment to pursuing journalism as a career. Interns will cover all branches of the federal establishment with special focus on activities that affect the nation's 27 million Hispanics. The internship carries a $17,500 annual salary. Apply in the spring and fall to Charles Ericksen, Hispanic Link News Service, 1420 N St. N.W., Washington, D.C. 20005 or call (202) 234-0280.

Landmark Communications, Inc. Minority Internships. Eight one-year internships are open to minorities who have completed their undergraduate work. Positions are available for news and sports reporters, copy editors, artists and photographers. The program is designed to train participants for full-time employment at one of the 40 Landmark newspapers. Interns spend four months at each of three Landmark papers. During the internship, trainees receive the same benefits as other employees. A $300 moving allowance is paid between the second and third moves. The annual salary is $17,900 but interns may be hired to full-time positions at any point during the scheduled training program. (Most trainees will find employment at The Virginian-Pilot/The Ledger-Star; Roanoke Times & World-News; or Greensboro (N.C.) News & Record.) Interns must have autos. Clips, grade point averages and SAT and ACT scores are considered when making the selections. To apply, send a cover letter, resume and samples of work to Marvin Lake, Recruiting, Landmark Communications, Inc., 150 W. Brambleton Ave., Norfolk, Va. 23510 or call (804) 446-2538.

Modesto Bee Minority Intern Program. Students should have completed at least their junior year in college with either basic journalism training or newspaper experience and should apply the semester prior to when they want to serve their internship. Assignments are made based on the applicants' skills and energy they show; internships are available any time during the year. Interested students should send a cover letter outlining their career goals, a complete résumé, five work samples and the names of at least three professional references to Sanders LaMont, The Modesto Bee, P.O. Box 3928, Modesto, Calif. 95352. Interns usually work 12 weeks and receive $350 per week.

National Association of Black Journalists Summer Journalism Internships. Minority undergraduate sophomore and junior students enrolled in an accredited four-year college or university who are majoring in journalism or planning a career in the field are eligible to apply. Paid internships are 10 weeks during the summer at newspapers, magazines, and radio and television stations. For program details and application requirements, write after Sept. 1 to NABJ, Internship Coordinator, 11600 Sunrise Valley Drive, Reston, Va. 20091. Application deadline is Nov. 1.

National Newspaper Publishers Association Internships. Five to 10 internships will be offered to currently enrolled minority college juniors, seniors and graduate students with an interest in a newspaper career. Students apply to newspapers that are members of NNPA for these summer internships. Applicants must have a cumulative academic average of 2.5 or above and express a willingness to accept employment upon graduation with a Black newspaper. Internships last six-weeks and are on both the business and news sides of the newspaper. Interns earn a $1,500 stipend. For application information and a list of NNPA member newspapers, write NNPA, 3200 13th St. N.W., Washington, D.C. 20010-2410 or call (202) 588-8764. Application deadline is March 15.

Philadelphia Daily News Internships. Open to minority college students with good academic records and some journalistic experience. Interns work during the summer as artists, copy editors in news or sports or as reporters in news, sports, features or business and earn $463 a week. To apply, send a résumé, work samples and the names of three references to Michael Days, assistant managing editor, Philadelphia Daily News, 400 N. Broad St., P.O. Box 7788, Philadelphia, Pa. 19101. Application deadline is Nov. 30.

Internship Directories

Journalism Internship Guide. A list of newspaper internship opportunities throughout Virginia. Available from Virginia Press Association, P.O. Box 85613, Richmond, Va. 23285-5613 or call (804) 550-2361.

PNPA Foundation 1993 Newspaper Internship Guide. A directory of internships offered by members of the Pennsylvania Newspaper Publishers' Association. Available from PNPA Foundation, 2717 N. Front St., Harrisburg, Pa. 17110. Single copy free.

Society of Newspaper Design Internship Directory. A list of newspapers offering internships in graphics/design. Available from SND, The Newspaper Center, P.O. Box 17290, Dulles International Airport, Washington, D.C. 20041. Single copy free.

Southern Newspaper Publishers Association, Internship Directory. A list of internship programs offered by SNPA member newspapers. Available from SNPA, Attn. Information Department, P.O. Box 28875, Atlanta, Ga. 30358. Single copy free to students.

BCCA News Journal Internship & Career Guide. Articles and a list of internship programs distributed to students attending historically Black colleges. Available from Black College Communication Association, 111 E. Wacker Drive, Suite 200, Chicago, Ill. 60601 (312) 819-1212

Special Training Programs

Boston Globe One-Year Minority Development Program. For newspaper reporters, copy editors and photographers with some experience. About 70 percent of those completing the program are offered staff positions. Three positions available each year. For information write Gina Maniscalco, The Boston Globe, P.O. Box 2373, Boston, Mass. 02107 or call (617) 929-3120.

Dow Jones Newspaper Fund High School Journalism Workshops for Minorities. Cosponsored by the Newspaper Fund, Knight-Ridder, Inc., local newspaper and journalism organizations, these summer workshops provide hands-on experience in reporting, writing and producing a laboratory newspaper. In 1993 workshops were held in the following cities: Tuscaloosa, Ala.; Flagstaff, Ariz.; Tucson, Ariz.; Bakersfield, Calif.; Sacramento, Calif.; San Diego; San Francisco; San Jose; Newark, Del.; Washington, D.C.; Miami; Tallahassee, Fla.; Atlanta; Charleston, Ill.; Chicago; Bowling Green, Ky.; Lexington, Ky.; Boston; Rochester, Mich; Columbia, Mo.; Lawrenceville, N.J.; New York City; Tahlequah, Okla.; Philadelphia; Pittsburgh; Murfreesboro/Nashville, Tenn.; Dallas-Fort Worth; San Antonio, Texas; Richmond, Va.; Seattle, Wash.; and Milwaukee, Wis. Participants in the workshops are eligible for The Summer Workshops Writing Competition Scholarships offered by the Dow Jones Newspaper Fund. For information on future workshop sites, contact the Dow Jones Newspaper Fund, P.O. Box 300, Princeton, N.J. 08543-0300.

Editing Program for Minority Journalists. Twelve journalists will receive advanced training at the University of Arizona. During the eight-week program, candidates will work as editors on the program's newspaper, Headline, and on the copydesks of the Tucson Citizen and the Arizona Daily Star. The program covers basics in copyediting, headline writing, newsroom organization, libel laws and newspaper layout. After completing the session, participants go on to copydesk jobs at sponsoring daily newspapers. Those not sponsored by a newspaper will be matched to newspapers and sent on one or more interviews before the end of the program. Daily newspapers wishing to nominate a candidate from their own newsroom pay a $2,500 sponsorship fee. All applicants will be considered but preference will be given journalists with at least one year experience. Successful candidates will receive tuition and housing. Transportation and expenses for interviews will be covered by sponsoring newspapers. Candidates not receiving salaries will receive a $200-a-week stipend. For information contact Sylvia Quintero, Editing Program for Minority Journalists, Journalism Department, Franklin Building, 101 M, University of Arizona, Tucson, Ariz. 85721 or call (602) 621-9134.

Howard Simons Fund for American Indian Journalists. Provides training opportunities for professional American Indian journalists. Training activities vary from year-to-year, but may include attendance at conferences run by journalism organizations and institutes on specific issues or topics. The Simons Fund also runs training programs of its own. For a list of upcoming programs and application information write after Jan. 1 to Howard Simons Fund, Attn.: Margaret Engel, 7211 Exeter Road, Bethesda, Md. 20814 or call (301) 986-5342.

Ida B. Wells Newspaper Management Training Program. Open to Native American, Asian American, African American and Hispanic journalists from newspapers of any size who have at least three years experience in journalism and have a commitment to a career in newspaper management. The successful candidate for this one-year assignment will receive a salary commensurate with his or her level of experience and a relocation allowance. Applicants should send a

résumé, two letters of recommendation and a 500-word essay describing reasons for interest in the position to Loren Ghiglione, president, Worcester County Newspapers, 25 Elm St., Southbridge, Mass. 01550.

Institute for Journalism Education Management Training Center Program. A seven-week advanced training program for managers of daily newspapers. Open to employees on both the news and business sides of the newspapers who are sponsored by their papers. It is recommended that applicants have five years of experience. Training will be held at Northwestern University. For information contact IJE, 1121 Preservation Park Way, Oakland, Calif. 94612 or call (510) 891-9202; FAX (510) 891-9565. Applications available from Nov. 1 through March 1. Application deadline is mid-March.

Knight-Ridder Minority Training Program. Four minority entry-level journalists who are interested in specialized fields of reporting or editing will be selected to receive intensive training in one of the following areas: business, sports, medical/science, features/critical reporting or production, copydesk/layout, graphics/page design and photo editing. Training will last two years; the first year will be at The Philadelphia Inquirer or Detroit Free Press and the second at a mid-sized Knight-Ridder newspaper. Salaries will match the experience rate of the host newspapers. Applicants must have one or more professional internships, have a college degree and make a two-year commitment to Knight-Ridder. Application deadline is Dec. 31. Ten finalists will be invited for interviews. Final selection will be mid-April. Applicants should send a resume, clips and cover letter explaining why a specific field has been selected to Arlene Morgan, senior editor/staff development, The Philadelphia Inquirer, P.O. Box 8263, Philadelphia, Pa. 19101 or Joe Grimm, recruiting and development editor, Detroit Free Press, 321 Lafayette Blvd., Detroit, Mich. 48231.

Marquette University's "Second Edition" Training Program. A two-semester (fall and spring) journalism training program for minorities who have college degrees and work experience in fields other than journalism, but who would like to change their careers and become journalists. Fellowships cover full tuition and workshop related expenses; transportation and living expenses are not covered. For information write Second Edition, Attn.: Professor Richard H. Leonard, College of Communication, Journalism and Performing Arts, Marquette University, Milwaukee, Wis. 53233 or call "Second Edition" at (414) 288-3505. Application deadline is June 1.

Midwest Newspaper Workshop for Minorities. Offered at Ohio University, the 10-week workshop provides training in writing, reporting and editing for up to 16 minority college graduates in any discipline interested in joining the newspaper profession. Preference is given to applicants living in Ohio, Indiana, West Virginia, western Pennsylvania or southern Michigan. Tuition, room and meals, books and a living-expense stipend will be provided. Workshop participants will have excellent opportunity for jobs as reporters and editors. (Since 1988, 70 percent of workshop graduates have found jobs.) Minimum value for each fellowship is $4,000. For information write Professor J. Frazier Smith, director, Midwest Newspaper Workshop for Minorities, E.W. Scripps School of Journalism, Ohio University, Athens, Ohio 45701 or call (614) 593-2590. Application deadline is April 1.

Multicultural Management Program. A six-day program at the University of Missouri School of Journalism offering training in management techniques with emphasis on managing a newspaper or magazine with a changing multicultural work force. Any person in any phase of newspaper or magazine operations is eligible. Applicants must have the recommendation and support of their newspaper or magazine and have a desire to reach, or continue their growth in newspaper

management. For information write Sheila Pauley, Multicultural Management Program, School of Journalism, University of Missouri, P.O. Box 838, Columbia, Mo. 65205 or call (314) 882-1575.

New York Times Copy Editing Training Program. Journalists with at least two years of professional experience are selected for a year-long training program at The Times. The program offers a year's paid training intended to give participants the skills needed to join the editing staff of The Times. Each participant is assigned to a major news desk to work alongside experienced copy editors, with extra attention from slot editors and an editing coach. At the end of the year, trainees may be offered full-time jobs. For information write Carolyn Lee, News Administration, The New York Times, 229 W. 43rd St., New York, N.Y. 10036.

Southeastern Multicultural Newspaper Workshop. Offered at the University of South Carolina, the workshop provides training in writing, reporting, copyediting, layout and design to 10 to 20 minority college graduates or those who have equivalent life experience. Preference is given but not limited to those living, working, or graduating from colleges in one of these states: South Carolina, North Carolina, Georgia, Alabama, Virginia or Florida. Recipients must be willing to accept employment on a newspaper in the six-state area after completion of the workshop. All workshop participants receive tuition, room and board and a modest per diem and an excellent opportunity for permanent employment. For application information write Director, Southeastern Multicultural Newspaper Workshop, College of Journalism and Mass Communications, University of South Carolina, Columbia, S.C. 29208 or call (803) 777-6973. Application dealine Feb. 15.

Times Mirror Minority Editorial Training Program (METPRO). The Minority Editorial Training Program offers 18 journalists an opportunity to train for two years at Times Mirror newspapers. The paid program requires little or no experience. METPRO provides training as reporters, photographers and copy editors at daily newspapers. Reporting and photography trainees spend the first year at the Los Angeles Times; editing trainees spend the first year at Newsday in Long Island, N.Y. The second year trainees are assigned to newsrooms of Times Mirror newspapers. Reporting and photography applications are available from METPRO/Reporting Director, Los Angeles Times, Times Mirror Square, Los Angeles, Calif. 90053 or call (800) 283-NEWS, Ext. 74487. Editing applications are available from METPRO/Editing Director, Newsday, 235 Pinelawn Road, Melville, N.Y. 11747 or call (516) 843-3087. METPRO application deadline is Jan. 1.

Youth News Service Correspondent Program. Provides an opportunity for minority high school students to write and report for Youth News Service (YNS), a national on-line news cooperative that produces news and feature stories by and about teenagers. Students working at one of the 15 YNS bureaus or acting as stringers develop and produce news stories that are published by Youth News Service. For a list of YNS bureaus and information, contact YNS Managing Editor, Youth News Service, P.O. Box 65057, Washington, D.C. 20035 or call (202) 429-5292.

Answers to Test Questions on Page 30

Part 1 — Spelling: teamster, appellant, liaison, limousine, politicking, privilege, academies, vacuum, gauge, navel orange

Part 2 — Grammar and word usage:

1. it uses, **not** they use
2. because, **not** since
3. No error
4. except, **not** but
5. hopes, **not** hope

Recruiters

THE following organizations are planning job fairs and communications conferences in 1993-94: American Society of Newspaper Editors, Howard University, California Chicano News Media Association, Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association and Newsday.

While many papers will send representatives to attend job fairs and conferences, if you are interested in a specific newspaper we suggest you consult *Editor & Publisher's International Yearbook* for the name of the managing editor, address and phone number of that paper.

Lists of job fair contacts, national newspaper groups, national minority organizations, and sources of job and internship information follow.

JOB FAIRS

Several job fairs will be held between October 1993 and February 1994 sponsored by local newspapers in cooperation with the American Society of Newspaper Editors, the Newspaper Association of America (formerly American Newspaper Publishers Association) and the Newspaper Association of America Foundation.

Graduating seniors looking for jobs and juniors seeking internships are invited to register and interview with newspaper representatives at the two-day conferences.

Most job fairs will be industry-wide, including interviews for newsroom positions and for the business side in fields such as accounting, advertising, circulation, management and others.

Cities scheduled for job fairs in 1993-94 will be announced. For exact dates and information contact:

Neil Foote, Minority Affairs Director
American Society of Newspaper Editors
P.O. Box 4090
Reston, Va. 22090-1700
(703) 648-1146

Toni F. Laws
Newspaper Association of America/Diversity Department
The Newspaper Center
11600 Sunrise Valley Drive
Reston, Va. 22091
(703) 648-1143

For information on six other job fairs, contact:

Arlyn Tobias Gajilan, Program Coordinator
Asian American Journalists Association
1765 Sutter St., Room 1000
San Francisco, Calif. 94115
(415) 346-2051

Connie Riu, Program Coordinator
California Chicano News Media Association
School of Journalism
University of Southern California
Los Angeles, Calif. 90098-1695
(213) 743-7158

Kathleen McHugh, Professional Programs Manager
National Association of Hispanic Journalists
National Press Building, Suite 1193
Washington, D.C. 20045
(202) 662-7143

Walt Swanston, Executive Director
National Association of Black Journalists
11600 Sunrise Valley Drive
Reston, Va. 22091
(703) 648-1270

Carol Y. Dudley, Coordinator
Office of Career Development
Howard University
Washington, D.C. 20059
(202) 806-5806 or 806-5807

Reginald Tuggle
Community Affairs Director/Affirmative Action Officer
Newsday
235 Pinelawn Road
Melville, N.Y. 11747-4250
(516) 843-2183

National Media Companies

Almost every newspaper group listed in *Editor & Publisher* is involved in regional and national recruiting. Contact those corporate headquarters directly for more information.

Associated Press
Margy McCay
Director of Personnel
50 Rockefeller Plaza
New York, N.Y. 10020
(212) 621-1783

Capital Cities/ABC, Inc.
Anita Hecht
Vice President
Employee Relations
77 W. 66th St.
New York, N.Y. 10023
(212) 456-7777

Cox Enterprises, Inc.
Alexis Scott Reeves
Director of Diversity and
Community Relations
P.O. Box 105357
Atlanta, Ga. 30348
(404) 843-5328

Dow Jones & Co., Inc.
Dick Martin
Assistant Managing Editor
The Wall Street Journal
World Financial Center
200 Liberty St. 9th Fl.
New York, N.Y. 10281
(212) 416-2086

Gannett Co., Inc.
Mary Kay Blake
Director
Recruiting/Placement
1100 Wilson Blvd.
Arlington, Va. 22234
(703) 284-6000

Harte-Hanks Newspapers
Stephen Sullivan
President
c/o Corpus Christi Caller-
Times
P.O. Box 9136
Corpus Christi, Texas 78469
(512) 884-2011

Knight-Ridder, Inc.
Al Fitzpatrick
Assistant Vice President
Minority Affairs
One Herald Plaza
Miami, Fla. 33132
(305) 376-3934

Ottaway Newspapers, Inc.
(Subsidiary of Dow Jones &
Co., Inc.)
David Brace
Vice President/News
P.O. Box 416
Campbell Hall, N.Y. 10916
(914) 427-5700

Times Mirror Co.
Marilyn Lee
Vice President
Employee Relations
Times Mirror Square
Los Angeles, Calif. 90053
(213) 237-5764

United Press International
Anne Kott
Vice President of Human
Resources
1400 Eye St. N.W.
Washington, D.C. 20005
(202) 898-8273

General Scholarship Information

American Indian College
Fund
(Limited to students
attending one of the 27
schools associated with the
American Indian Higher
Education Consortium.)
21 W. 68th St., No. 1F
New York, N.Y. 10023
(212) 787-6312

LULAC National Education
Service Center
777 N. Capital St. N.E., Suite
305
Washington, D.C. 20002
(202) 408-0060

National Hispanic
Scholarship Fund
P.O. Box 748
Novato, Calif. 94948
(415) 892-9971

National Scholarship Service
and Fund for Negro Students
965 Martin Luther King Jr.,
Drive N.W.
Atlanta, Ga. 30314
(404) 577-3990

Native American Scholarship
Fund, Inc.
8200 Mountain Road N.E.,
Suite 203
Albuquerque, N.M. 87110
(505) 262-2351

United Negro College Fund
Mrs. Billie Hooker, Director
Educational Services
500 E. 62nd St.
New York, N.Y. 10021
(212) 326-1237

National Minority Organizations

◆ Asian American Journalists Association
Valerie Chow Bush,
Executive Director
1765 Sutter St., Room 1000
San Francisco, Calif. 94115
(415) 346-2051

◆ National Association of Black Journalists
Walt Swanston, Executive Director
11600 Sunrise Valley Drive
Reston, Va. 22091
(703) 648-1270

◆ National Association of Hispanic Journalists
Jose McMurray, Executive Director
National Press Building, Suite 1193
Washington, D.C. 20045
(202) 662-7147

◆ Native American Journalists Association
Gordon Regguinti, Executive Director
230 10th Ave. S., Suite 305
Minneapolis, Minn. 55415
(612) 376-0441
FAX (612) 376-0448

Employment and Internship Information

Asian American Journalists Association Employment Hotline
Available 24 hours a day
(Ten-week subscription to AAJA Hotline is $10)
Employers call: (415) 346-2051
Job seekers call: (415) 346-2261

California Chicano News Media Association JoBank
(Computerized job referral service for Latinos in the media)
School of Journalism
University of Southern California
Los Angeles, Calif. 90089-1695
(213) 959-3603

NABJ/JOBS LINE
(Job referral service for Blacks seeking print and broadcast jobs)
Renee Hickman
11600 Sunrise Valley Drive
Reston, Va. 22091
(703) 648-1273

NAHJ/JOB EXCHANGE
(Job referral for Hispanics pursuing job opportunities in print and broadcast media)
Kathleen McHugh
Job Exchange Coordinator
National Press Building, Suite 1193
Washington, D.C. 20045
(202) 662-7168

National Black Media Coalition (EEO)
Resource Center
Eleanor Padgett, Director
38 New York Ave. N.E.
Washington, D.C. 20002
(202) 387-8155

National Federation of Press Women
Job Lead Hotline
P.O. Box 99
Blue Springs, Mo. 64013
Job seekers call: (800) 888-NFPW
Employers call: (816) 229-1966

NENA Job Bank
New England Newspaper Association
70 Washington St., Suite 214
Salem, Mass. 01970
(508) 744-8940

Women in Communications, Inc. National Job Hotline
(National job listing service for WICI members)
For membership information contact:
Women in Communications, Inc.
2101 Wilson Blvd., Suite 417
Arlington, Va. 22201
(800) 765-9424

Black College Communication Association
James Dodson, Jr.,
Executive Director
111 E. Wacker Drive,
Suite 200
Chicago, Ill. 60601
(312) 819-1212

Media Career Information

Advertising

Where Shall I Go to College to Study Advertising? $2 per copy pre-paid. Billy I. Ross and Keith F. Johnson. Available from the Advertising Education Publications, 623 Meadow Bend Drive, Baton Rouge, La 70820.

Broadcasting

Careers in Broadcast News. Single copy free with stamped (52¢) self-addressed 6"x 9" envelope. Available from Radio Television News Directors Association, 1000 Connecticut Ave. N.W., Suite 615, Washington, D.C. 20036. A Pamphlet.

Careers in Cable. Handbook providing descriptive history of career opportunities in the cable industry. Available from National Cable Television Association, 1724 Massachusetts Ave. N.W., Washington, D.C. 20036. $5.00.

Careers in Radio. $3.50 plus $1.50 shipping and handling per copy pre-paid. Available from the Publications Department, National Association of Broadcasters, 1771 N St., N.W., Washington, D.C. 20036. 24 pages.

Careers in Television. $3.50 plus $1.50 shipping and handling per copy pre-paid. Available from the Publications Department, National Association of Broadcasters, 1771 N St. N.W., Washington, D.C. 20036. 32 pages.

Women on the Job: Careers in the Electronic Media. Single copy free. Available from American Women in Radio and Television, Inc., 1101 Connecticut Ave. N.W., Suite 700, Washington, D.C. 20036.

Newspapers

Journalism, Your Newspaper Career. Single copy free. Available from the National Newspaper Foundation, 1627 K St. N.W., Suite 400, Washington, D.C. 20006-1790.

Newspaper—What's In It For Me? Your Complete Guide to Newspaper Careers. An illustrated booklet for high school juniors and seniors and first-and second-year college students describing newspaper jobs in advertising, business, circulation, graphics, human resources, news-editorial, production, promotion and telecommunications. First-person accounts throughout the booklet tell why newspapers are exciting places to work. Price: 2-50 copies, $3 each; 51-199 copies, $2.50 each; 200-plus copies, $2 each. Single copy to student at no charge. Please make checks payable to Newspaper Careers Project, Fulfillment Department, Newspaper Association of America Foundation, The Newspaper Center, 11600 Sunrise Valley Drive, Reston, Va. 22091. Make checks payable to NAA Foundation.

So You Want To Know About Editorial Writing: Some Questions and Answers. For a free copy, send a stamped (29¢) self-addressed business envelope to National Conference of Editorial Writers, 6223 Executive Blvd., Rockville, Md. 20852

The Journalist's Road to Success: A Career and Scholarship Guide. Lists over 370 colleges that offer journalism majors, scholarships, internships and special training programs, and general career information and employment prospects. Available from the Dow Jones Newspaper Fund, P.O. Box 300, Princeton, N.J. 08543-0300. $3 per copy. 148 pages. To order call 1 (800) DOWFUND

Photojournalism

Careers in News Photography. Single copy free. Available from National Press Photographers Association, Inc., c/o Charles Cooper, 3200 Croasdaile Drive, Suite 306, Durham, N.C. 27705. A brochure.

Public Relations

Careers in Public Relations. $2 per copy (includes postage and handling). Available from the Public Relations Society of America, Inc., 33 Irving Place, New York, N.Y. 10003-2376.

General Communication Career Information

Be a Success in the Communications Field. Three brochures on getting started in a communications career. Single copy free. Available from The Dow Chemical Company, Attn.: Corporate Communication, 2020 Willard H. Dow Center, Midland, Mich. 48674.

Getting Started in Writing. $2 per copy. Available from Writer's Digest, Department JSG, 1507 Dana Ave., Cincinnati, Ohio 45207.

Newsletter Career Guide. Single copy free. Discusses career opportunities in newsletter journalism and the increasing role newsletters are playing in reporting the news. Available from Newsletter Association Foundation, 1401 Wilson Blvd., Suite 207, Arlington, Va. 22209.

Opportunities in Journalism Careers. An overview of careers in print and broadcast journalism as well as public relations and advertising. Available from VGM Career Horizons, 4255 W. Touhy Ave., Lincolnwood, Ill. 60646-1975; 141 pages; paperback $10.95.

Minorities in Journalism

Financial Aid for Minority Students in Journalism/Mass Communications. Available from Garrett Park Press, P.O. Box 190B, Garrett Park, Md. 20896. $4.95.

Who's What and Where...a directory of America's minority journalists by Ben Johnson and Mary Esther Bullard-Johnson. $38.35 (includes postage and handling). In addition to a list of minorities working in the media, this book contains self-help information for minority journalists and a look at the history of minority journalists. Available from Who's What and Where, P.O. Box 1775, St. Petersburg, Fla. 33731.

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